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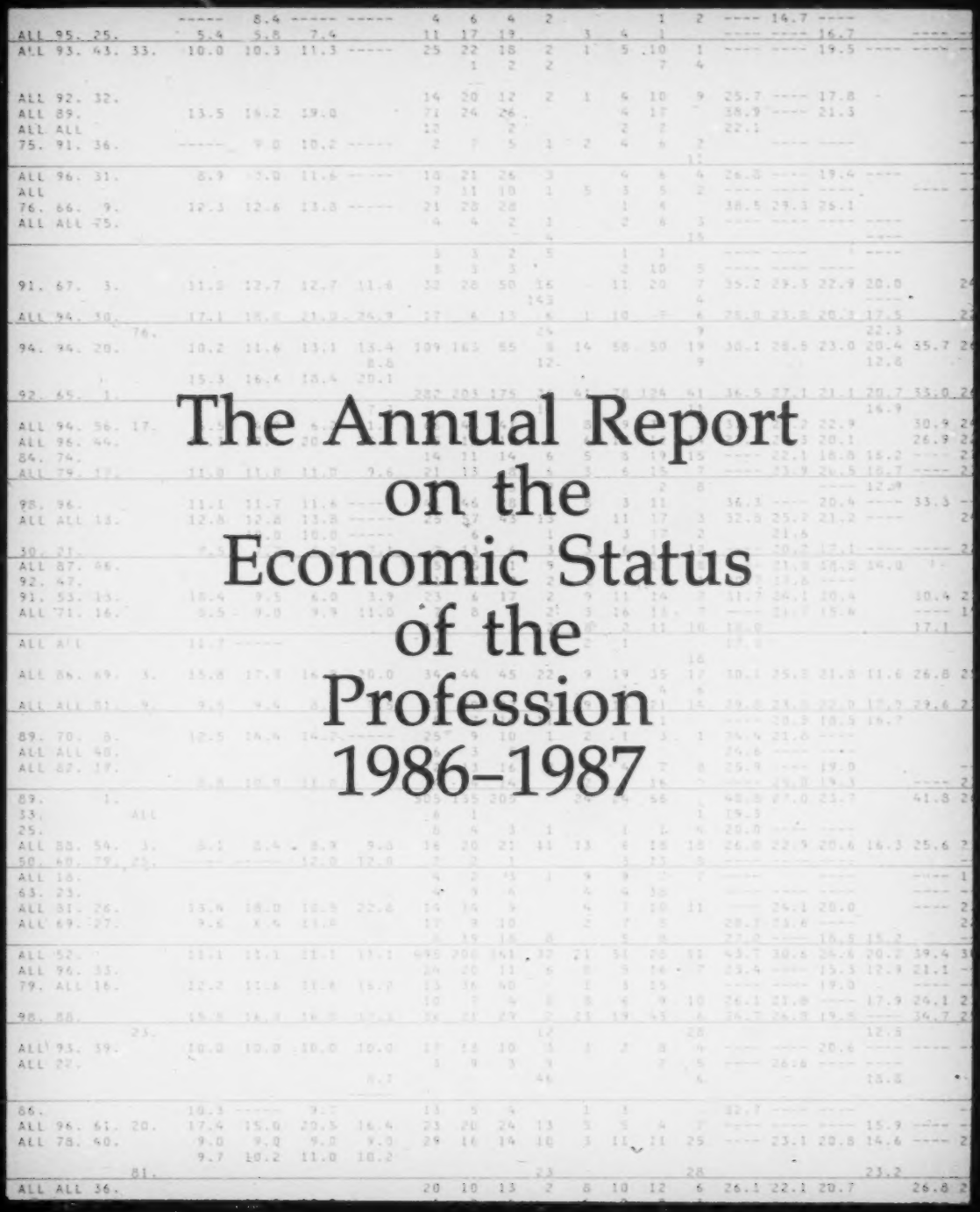
MARCH-APRIL 1987



The Annual Report on the Economic Status of the Profession 1986–1987

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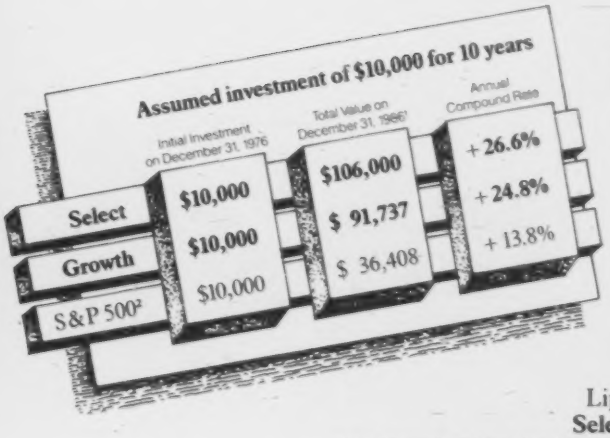

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[2] The Standard & Poor's 500 Index is an unmanaged group of stocks considered by many to be representative of the stock market in general.

ACADEME

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Two Steps Forward...?

- ☐ Increase in real salary levels of 3.9 percent—the best in more than fifteen years
- ☐ Increases in salary for continuing faculty averaged 6.6 percent or 4.6 percent in real terms
- ☐ Real salary levels, however, still more than 10 percent below what they were in purchasing power in 1970 while concerns for inflation have begun to surface
- ☐ Salary levels averaged $39,800, $33,750, $28,480, and $31,240 for institutions in Category I (Doctoral-level), Category IIA (Comprehensive), Category IIB (General Baccalaureate), and Category IV (Two-year Colleges without academic ranks), respectively.

These highlights and others are discussed in the report by Hirschel Kasper, chair of the AAUP's Committee Z on the Economic Status of the Profession.

The faculty data used to prepare this report were provided by institutions that completed Form MEA 22. The AAUP survey was conducted by Maryse Eymonerie Associates, also responsible for editing, processing, and preparing the statistical materials which appear in this report. Data for 1,901 institutions are presented in Appendixes I and II (Data on nine-month basis for regular teaching faculty). Data for fifty Medical Schools are presented in Appendix III (preclinical departments only, data on 12-month basis). The three Appendix Tables appear at the end of this report.

The Annual Report on the Economic Status of the Profession, 1986–87

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(See list on page 17 of additional tables available upon request)

"Two Steps Forward. . .?"

The Annual Report on the Economic Status of the Profession, 1986–87[1]

The condition of teaching is, in short, a pattern of contradictions.

—Ernest L. Boyer

Faculty salaries for 1986–87 are not specifically mentioned by Boyer[2] as being part of the "pattern of contradictions," but they may as well have been. In the face of last year's increase in real salary levels of 3.9 percent—the best in more than fifteen years—real salary levels are still more than 10 percent below what they were in purchasing power in 1970. It is necessary also to report that increases in nominal salaries are tapering off, while concerns for inflation have begun to surface. Consumer prices increased at an unusually and unexpectedly low rate last year, so prudent budget officers will have to plan for a faster rate of inflation for the coming academic year. Events during the next year or two will determine whether faculty salaries are really moving forward or whether they are about to embark on another scary roller coaster.

The halls of institutions of higher education echo with calls for excellence by faculty, administrators, and interested observers. Already the quality of education within our institutions is so high that it attracts students, teachers, researchers, and resources from all over the world; American higher education has recently been compared in world trade terms to such exporting industries as the production of computing machines and aircraft equipment. Still, the pursuit of excellence which emanates everywhere from the big city public universities to the small rural colleges must time and again overcome those who, for the moment, want to isolate their institutions from the mainstream of academia by erecting peculiar tenure and personnel practices, unwise cost containment measures, and ill-considered compensation schedules.

The increasing demands on higher education for knowledge, wisdom, and public service will be exacerbated in the 1990s by increasing demands for student enrollment. Decisions made now about proper salary levels will affect the choices of our best undergraduates as to whether they want to aspire to follow in the footsteps of those who instruct them. In that sense, institutions of higher education have the opportunity to construct their own future by developing and maintaining a sufficiently attractive and professional working environment to encourage talented and ambitious students to devote their careers to scholarship and teaching. And the foundation can be laid in the next year or two.

The Overall Situation

The increase in salary level for all ranks of 5.9 percent from 1985–86 to 1986–87 is shown in Table I. That increase is lower than what it was in each of the last two years. Readers will notice that the rate of increase is less at the lower ranks than at the upper ranks. Even more striking is that the rate of increase has declined faster at the lower ranks. Neither of those results are what we would expect if institutions were growing and trying to attract the best young scholars and teachers.

Though it is worthwhile to compare faculty salary increases over time and across ranks, there are other thoughtful comparisons to make—such as with other occupations and family income. How well did faculty do last year compared to similarly situated attorneys, medical practitioners, and other professions in the public and private sectors? Unfortunately, very little occupational data are collected as efficiently as those for faculty so that timely comparisons are difficult to make. Newspaper reports indicate that salaries of high school principals rose an average of 6.5 percent to $47,896 in 1986–87; elementary school principals, 6.4 percent to an average of $41,536. Among corporate executives, salary (not compensation) increased about 6.3 percent during the calendar year 1986 according to the surveys (nearly a dozen) reported to the Conference Board. Though data are not fully comparable, it is worth noting that "physician service costs" rose 7.8 percent in 1986. Thus, it appears that the rate of salary increases of professors lags behind those of both school principals and medical physicians.

The necessary current data on per capita disposable income, a useful measure of family resources, are not available. The most timely information at this writing is that there was a rise of 4.3 percent from fall 1985 to fall 1986 in per capita disposable income.

The data in Table I also illustrate both the severity of the decline in real salary levels throughout the 1970s, and the slow steady movement to catch up during the 1980s. As reported here last year, real salaries fell by 21 percent from the base academic year 1970–71

[1]The data for this report were collected, processed, and tabulated for the American Association of University Professors by Maryse Eymonerie Associates. Inquiries concerning the data presented in this report, the ordering of additional tables, or special tabulations should be directed to Maryse Eymonerie Associates (MEA), P.O. Box 520, McLean, Virginia 22101, telephone (703) 448-8519. Orders for additional copies of the Annual Report itself should be directed to AAUP, Suite 500, 1012 14th Street, N.W., Washington, D.C. 20005, telephone (800) 424-2973. (Price $25, prepaid order only).

[2]*College: The Undergraduate Experience in America* (New York: Harper and Row, 1987), 138.

TABLE I

Percentage Increases in the Consumer Price Index and Average Salary, Monetary and Real[1]—Institutions Reporting Compatable Data for Each of the One-Year Periods Since 1971–72

One-Year Period	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Increase in CPI
	INCREASE IN MONETARY SALARY					INCREASE IN REAL TERMS					
1971–72 to 1972–73	4.3	4.2	4.1	3.9	4.1	0.3	0.1	0.1	−0.1	0.1	4.0
1972–73 to 1973–74	5.2	5.2	4.8	4.7	5.1	−3.5	−3.5	−3.9	−3.9	−3.6	9.0
1973–74 to 1974–75	5.8	5.9	5.7	5.8	5.8	−4.8	−4.7	−4.9	−4.8	−4.8	11.1
1974–75 to 1975–76	6.2	5.9	5.7	6.1	6.0	−0.8	−1.1	−1.3	−0.9	−1.0	7.1
1975–76 to 1976–77	4.7	4.7	4.7	4.7	4.7	−1.0	−1.0	−1.0	−1.0	−1.0	5.8
1976–77 to 1977–78	5.2	5.4	5.3	5.4	5.3	−1.4	−1.2	−1.3	−1.2	−1.3	6.7
1977–78 to 1978–79	5.6	5.8	5.9	6.0	5.8	−3.5	−3.3	−3.2	−3.1	−3.3	9.4
1978–79 to 1979–80	7.5	7.0	6.8	6.4	7.1	−5.1	−5.6	−5.7	−6.1	−5.5	13.3
1979–80 to 1980–81	8.8	8.5	8.8	8.6	8.7	−2.5	−2.8	−2.7	−2.7	−2.6	11.6
1980–81 to 1981–82	9.0	8.8	9.1	8.2	9.0	0.3	0.2	0.4	−0.3	0.3	8.7
1981–82 to 1982–83	6.3	6.3	6.8	6.7	6.4	1.9	1.9	2.4	2.3	2.0	4.3
1982–83 to 1983–84	4.6	4.4	5.0	5.1	4.7	0.9	0.7	1.2	1.2	1.0	3.7
1983–84 to 1984–85	6.7	6.4	6.6	6.2	6.6	2.7	2.4	2.6	2.2	2.6	3.9
1984–85 to 1985–86	6.1	5.9	6.2	5.9	6.1	3.0	2.8	3.1	2.8	3.0	3.0
1985–86 to 1986–87	6.1	5.8	5.7	4.9	5.9	4.1	3.8	3.7	2.9	3.9	1.9*

[1]Monetary salary increases measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage increase in the *Consumer Price Index* obtained from the Bureau of Labor Statistics (CPI on standard academic-year basis). Negative numbers = decreases.

*The change in the CPI for the months of February through June 1987 have been estimated. As soon as the information becomes available, this figure will be revised if necessary and published in a subsequent issue of *Academe*.

through 1980–81. By the end of the academic year 1986–87, we will have made up approximately half that loss. The continuing shortfall in salary levels has tried the patience of faculty, those who are tempted by a career of scholarship and teaching, and those in positions of responsibility who believe in the importance to the future of a properly compensated faculty.

Table II provides a better salary measure for those who have been continuing faculty members throughout the period. The real average salary increase across all ranks for continuing faculty for the last academic year, 1986–87, was 4.6 percent. This is the largest real increase for faculty since at least 1972 and continues the rise in real salaries that resumed in 1981–82, as can be seen in Table II. The average annual rate of increase of real salaries for continuing faculty has been approximately 3 percent since 1981–82.

Though last year brought the largest real increase to continuing faculty, some readers may be concerned that the source of the gain was as much the unpredicted low rate of inflation as the nominal increase in salaries that institutions budgeted. A review of the data in the column that lists the increase in monetary salary for All Ranks of continuing faculty in Table II shows that there has been a steady decline from 10 percent in 1980–81 to this year's 6.6 percent. The rate of increase in the Consumer Price Index has also declined. As a result, some observers are concerned that if the rate of monetary increases continues to decline, and if the rate of price increases rises, neither unlikely events, the recent improvements in real salary increases will be jeopardized.

The data in Tables I and II convey different information and are useful for different purposes. Table II, for example, contains less useful information regarding the entrance and exit of faculty into and from the profession. On the other hand, Table II permits insight into the question of whether the rate of increase for assistant professors has been so much larger than that for those who have been full professors that salary distributions have become unduly "compressed." The question of compression cannot be fully evaluated, though, without considering the actual salary levels by rank, and, even then, "compression" is not the only aspect of salary distributions that warrants judgment.

Average salary levels by discipline are reported in Table III for both new assistant professors and full professors. The data confirm the impression that salaries vary widely across disciplines, both at the start of one's career and later. Obviously, institutions must meet the market to attract quality faculty, especially in highly competitive fields, but it is recognized that all faculty members share in the same responsibilities to their institutions and must be fairly rewarded.

The Data in Detail

The distinction between increases in salary levels and increases for only the continuing faculty is made clearer by the data in Table 1. That table conveys information about both rank and the nature of the institution. It shows that salary levels increased slightly faster at the public compared to the private independent and church-related institutions, though the difference between the public and private independent institutions was generally very small: two-tenths of 1 percent among Category I institutions and one-tenth of 1 percent among Category IIA institutions.

The average increase in salary for continuing faculty, however, was much higher at the private independent than at the public institutions, 7.3 percent compared

to 6.4 percent. In fact, the salary increases for continuing faculty at public institutions are, as often as not, below those of continuing faculty at the church-related institutions as well.

Tables 1 and 2 provide some of the necessary clues to better understand why the rates of increase in monetary salaries for continuing faculty fell from last year to this. The increase of 6.6 percent for all ranks of continuing faculty in the period from 1985–86 to 1986–87 is less than the 7.3 percent increase of the previous year. That reduction is largely the consequence of the fact that decline in the rate of salary increase among the public institutions to 6.4 percent, as shown in Table 1, from 7.5 percent for the previous year was not offset by the rise to a 7.3 percent increase among the private institutions (shown in Table 1) from their 7.0 percent increase from 1984–85 to 1985–86. Some signs of renewed vitality and ambition among the private independent institutions can be discerned from their increases to continuing assistant professors—8.4 percent among Category I institutions and 7.8 percent among Category IIB.

The display in Table 2 of the distribution of salary increases shows that a significant number of public institutions provided "increases" of less than 1 percent. The median increase at the church-related institutions was the least of the three institutional affiliations.

Average salary and compensation levels for 1986–87 are reported in Table 3. Salaries (and compensations) are highest at the private independent institutions in Categories I and IIB, and highest at the public institutions for Categories IIA, III, and IV. The relative differential between the average salary of professors and that of assistant professors is greatest among Category I institutions, and becomes smaller as one moves down Table 3 to Categories IIA, IIB, and III. The smaller differential in Category IIB probably reflects differences in program offerings as well as a somewhat larger faculty commitment toward salary equality.

Table 4 shows that the salary differential between men and women varies with both rank and institutional affiliation. The reported data do not permit a full discussion of the determinants of the salary gap. From the data available it is clear that the size of the gap in average salaries between men and women reflects differences in rank and institutional affiliation and category. It is reasonably obvious that other factors, some mentioned below, are involved also. Another correlate of average salaries is geographic region where, as indicated in Table 5, institutions in the Pacific region provide an average salary of $42,370, more than 36 percent greater than the average salary of $31,140 paid in the East South Central part of the country.

The cost of common fringe benefits per faculty member and as a percentage of average salary is reported in Tables 7 and 8. These data are reported on the same basis as last year, even though all faculty members may not be covered by a particular institutional fringe benefit. The 1987 change in federal personal income tax law may lead to a reallocation of funds toward salaries which may hereafter be taxed at a new lower rate and away from fringes, some of which may be taxed at a higher rate. An advantage of maintaining comparability of the published fringe-benefit data is that observers will be able to estimate the extent of any subsequent salary/fringe-benefit reallocation. On the other hand the data do not allow an examination into the questions of whether there has

TABLE II

Percentage Increases in the Consumer Price Index and Average Salary Increases of Continuing Faculty, Monetary and Real,[1] 1971–72 thru 1986–87

Academic Rank	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Increase in CPI
	INCREASE IN MONETARY SALARY					INCREASE IN REAL TERMS					
1971–72 to 1972–73	4.7	5.7	5.9	6.3	5.5	0.7	1.6	1.8	2.2	1.4	4.0
1972–73 to 1973–74	5.4	6.3	6.5	7.0	6.1	−3.3	−2.5	−2.3	−2.7	−2.7	9.0
1973–74 to 1974–75	6.6	7.4	7.9	8.7	7.4	−4.1	−3.3	−2.3	−2.2	−4.1	11.1
1974–75 to 1975–76	7.1	7.7	8.0	8.5	7.6	0.0	0.6	0.8	1.3	0.5	7.1
1975–76 to 1976–77	6.2	6.8	7.2	7.4	6.7	0.4	0.9	1.6	1.5	0.9	5.8
1976–77 to 1977–78	5.9	6.0	5.9	5.9	5.9	−0.7	−0.7	−0.7	−0.7	−0.7	6.7
1977–78 to 1978–79	6.9	7.6	8.0	8.4	7.4	−2.3	−1.6	−1.3	−0.9	−1.8	9.4
1978–79 to 1979–80	7.8	8.2	8.7	8.9	8.1	−4.9	−4.5	−4.1	−3.9	−4.6	13.3
1979–80 to 1980–81	9.6	10.0	10.6	10.6	10.0	−1.8	−1.4	−0.9	−0.9	−1.4	11.6
1980–81 to 1981–82	9.4	10.0	10.7	10.6	9.9	0.6	1.2	1.6	1.7	1.1	8.7
1981–82 to 1982–83	7.5	7.8	8.5	8.3	7.9	3.1	3.4	4.0	3.8	3.5	4.3
1982–83 to 1983–84	5.4	5.7	6.3	5.9	5.7	1.6	1.9	2.5	2.1	1.9	3.7
1983–84 to 1984–85	6.7	7.2	7.8	7.9	7.1	2.7	3.2	3.8	3.8	3.1	3.9
1984–85 to 1985–86	7.0	7.4	7.9	7.6	7.3	3.9	4.3	4.8	4.5	4.2	3.0
1985–86 to 1986–87	6.3	6.7	7.0	6.5	6.6	4.3	4.7	5.0	4.5	4.6	1.9*

[1]Monetary salary is salary measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage increase in the *Consumer Price Index* obtained from the Bureau of Labor Statistics (CPI on standard academic-year basis). Negative numbers = decreases.

*The changes in the CPI for the months of February thru June 1987 have been estimated. As soon as the information becomes available, this figure will be revised if necessary and published in a subsequent issue of *Academe*.

TABLE III

Average Salary Levels for Full Professors and New Assistant Professors, by Discipline, 1986–87[1]

Discipline	Average Salary
FULL PROFESSOR	
Law	63,067
Computer Info.	53,639
Business	53,125
Engineering	52,701
Physical Sci.	48,523
Mathematics	47,278
Library	47,097
Biology	46,536
Social Sci.	46,172
Psychology	46,166
Public Affairs	45,392
Architecture	44,089
Interdisc. Stud.	43,703
Area Studies	43,392
Letters	43,200
Foreign Langs.	43,189
Home Economics	42,998
Communications	42,775
Agriculture	42,711
Education	42,287
Fine Arts	40,080
All Major Fields	47,540
NEW ASSISTANT PROFESSOR	
Law	38,293
Business	38,017
Computer Info.	37,386
Engineering	35,667
Agriculture	28,291
Biology	27,741
Mathematics	27,736
Physical Sci.	27,413
Home Economics	26,751
Communications	26,748
Public Affairs	26,724
Architecture	26,509
Library	26,067
Social Sci.	25,562
Psychology	25,449
Education	24,770
Letters	23,504
Foreign Langs.	23,367
Area Studies	22,744
Fine Arts	22,839
Interdisc. Stud.	22,523
All Major Fields	29,435

[1]Taken from the 1986-87 Faculty Salary Survey by Discipline of Institutions Belonging to the National Association of State Universities and Land-Grant Colleges, conducted by the Office of Institutional Research, Oklahoma State University.

been a real decline in the proportion of faculty who have been eligible for and received each kind of benefit.

Table 9 reports the proportion of faculty with tenure status by rank and institutional affiliation. The proportion of tenured faculty remains at approximately two-thirds, but there are striking differences in the proportions of men and women tenured. While 71 percent of men are tenured, only 49 percent of women are. This difference is almost entirely the result of the fact that relatively more women than men are untenured in the lower ranks of assistant professor, instructor, and lecturer. Since there is essentially no difference in the proportion of men and women who are tenured at the associate and full professor ranks, it is reasonable to expect that the overall difference in tenure rates of men and women will collapse as their eventual distribution within the ranks becomes equal.

Of course, there is nothing that guarantees that that eventuality will occur, other than the vigorous pursuit of professional excellence. The data in Table 10, which are provided for the first time in these reports, show evidence of erosion in institutional commitment to the tenure system and process. Ten percent of faculty appointments are to some arrangement other than tenure-track positions. The creation and growth of so-called "non-tenure-track" positions can be viewed as an institutional resignation, temporary or otherwise, from the pursuit of professional excellence. Since the tenure process considers the teaching profession as a whole in the determination of such matters as the length of probationary appointment, the use of non-tenure-track appointments necessarily raises questions about the commitment of institutions to the academic profession.

Though many reasons have been offered for the rise of non-tenure-track positions, deliberate consideration of those reasons generally finds them unpersuasive. Apologies for those appointments need to be measured against the data in Table 10 that show that women are much more likely to be on non-tenure-track appointments than men. Only 81 percent of women are on tenure-track appointments as opposed to 93 percent of men. If women disproportionately are on non-tenure-track appointments, and if such appointments are in the lower ranks, it is not certain that women, over time, will achieve the professional security and equality in ranks mentioned above.

Conclusions

Thus, we arrive at the scene of yet another contradiction: academic salaries are rising, perhaps fortunately, at what could be a healthy rate in spite of new doubts about the commitments of some institutions to continuing excellence and their place within the academic profession.

Committee Report

The committee offers its wholehearted appreciation to all the colleges and universities that so generously responded to the salary survey questionnaire sent out by Maryse Eymonerie Associates, which gathers, processes, and tabulates the data for the preparation of this report. We recognize that responding to our annual data request entails time and effort on the part

of already busy college and university administrators. We hope that they recognize how indebted the entire profession is for this cooperation. While the benefits of providing these data may seem negligible to those who provide them, the aggregated data as they appear in this report are invaluable to the profession as a whole and to individual campuses in their discussions of faculty salaries and compensations.

The committee also thanks Maryse Eymonerie for her outstanding work in bringing this year's survey to a timely and successful conclusion. Thanks to her enormous efforts we are once again able to publish the Committee Z report in early spring when its usefulness will be most apparent to everyone.

Finally, I wish to thank members of Committee Z for their service, namely, Ronald Ehrenberg, and Susan Vroman; also W. Lee Hansen (consultant to the committee).

HIRSCHEL KASPER (Economics)
Oberlin College
Chair, Committee Z on the
Economic Status of the Profession

TABLE 1

Percentage Increases in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 1985–86 to 1986–87[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY LEVELS				CONTINUING FACULTY			
CATEGORY I								
Professor	6.2	6.3	5.9	6.1	6.5	6.3	6.9	6.7
Associate	5.8	5.8	5.8	6.5	6.7	6.5	7.6	6.6
Assistant	5.9	5.9	6.2	5.1	7.2	6.8	8.4	7.1
Instructor	4.8	4.9	4.2	6.1	6.6	6.3	7.9	7.1
All Ranks	6.0	6.1	5.9	5.7	7.1	6.5	7.5	6.8
CATEGORY IIA								
Professor	6.3	6.5	6.2	3.9	6.1	6.1	6.4	5.9
Associate	5.9	6.0	6.0	5.1	6.6	6.4	7.1	6.7
Assistant	5.5	5.6	6.1	4.6	6.7	6.5	7.3	7.2
Instructor	4.0	4.0	4.0	3.6	6.1	5.9	7.3	7.1
All Ranks	5.9	6.1	6.0	4.5	6.4	6.3	6.9	6.5
CATEGORY IIB								
Professor	4.9	3.2	5.5	5.2	6.1	5.0	6.7	5.9
Associate	5.1	4.2	5.5	5.4	6.6	6.4	7.0	6.4
Assistant	5.0	4.3	5.9	4.8	6.9	6.3	7.8	6.5
Instructor	5.4	4.8	4.7	6.2	6.7	6.4	7.5	6.4
All Ranks	5.0	4.0	5.5	5.2	6.5	6.0	7.1	6.2
CATEGORY III								
Professor	6.3	6.3	5.6	8.3	6.8	6.8	6.5	4.7
Associate	6.7	6.7	6.5	6.9	6.8	6.8	5.6	5.3
Assistant	6.7	6.8	4.9	7.0	7.1	7.2	6.1	6.0
Instructor	6.9	7.0	4.1	6.7	6.6	6.6	7.5	9.9
All Ranks	6.6	6.6	5.3	7.3	6.9	6.9	6.3	5.7
CATEGORY IV								
No Rank	3.9	3.9	9.1	4.7	5.4	5.4	10.0	6.3
ALL CATEGORIES EXCEPT IV								
Professor	6.1	6.3	5.9	5.1	6.3	6.2	6.8	6.1
Associate	5.8	5.9	5.8	5.3	6.7	6.5	7.3	6.5
Assistant	5.7	5.8	6.1	4.8	7.0	6.7	7.9	6.8
Instructor	4.9	4.9	4.3	5.6	6.5	6.2	7.6	6.6
All Ranks	5.9	6.0	5.8	5.1	6.6	6.4	7.3	6.4

[1]Sample includes 1,766 and 1,601 institutions, respectively. The All Ranks figures include the rank of Lecturer and the category No Rank used by a few institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 2

Percentage of Institutions with Specific Increases in Salary Levels, Percentage of Institutions with Specific Increases in Salary for Continuing Faculty, and Percentage of Faculty Teaching in These Institutions, by Affiliation, 1985–86 to 1986–87[1] (Percentage Cumulated Downward)

Percentage Increases	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY LEVELS				CONTINUING FACULTY			
INSTITUTIONS								
15 percent & over	1.4	–	2.7	2.7	1.1	0.4	2.5	2.7
14 percent & over	1.7	–	3.1	3.3	1.5	0.9	2.8	3.3
13 percent & over	2.9	1.1	4.4	4.5	2.2	1.5	3.9	4.5
12 percent & over	3.5	1.6	5.4	4.8	3.8	3.5	5.6	4.8
11 percent & over	4.3	2.4	6.8	5.4	5.7	6.8	6.7	5.4
10 percent & over	7.1	4.7	8.8	9.6	9.9	12.4	9.9	9.6
9 percent & over	13.1	13.9	11.2	13.5	14.2	17.0	14.4	13.5
8 percent & over	19.1	20.3	18.4	17.9	24.4	27.3	25.7	17.9
7 percent & over	28.3	31.3	27.2	24.2	39.7	40.8	43.3	24.2
6 percent & over	40.0	42.2	40.5	36.2	59.0	58.9	64.8	36.2
5 percent & over	57.2	58.6	59.5	52.9	75.0	72.6	81.0	52.9
4 percent & over	69.6	68.8	72.4	69.0	83.2	78.3	88.7	68.8
3 percent & over	79.6	77.6	84.0	79.2	88.3	83.5	93.6	79.2
2 percent & over	85.9	83.4	89.8	86.7	91.4	86.8	96.1	86.7
1 percent & over	90.1	88.0	92.1	92.1	93.1	89.2	97.2	92.1
Below 1 percent	9.1	12.0	7.9	7.9	6.9	10.8	2.8	7.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FACULTY MEMBERS								
15 percent & over	0.2	–	0.7	0.6	0.2	0.1	0.5	0.6
14 percent & over	0.3	–	0.8	0.9	0.5	0.4	0.7	0.9
13 percent & over	0.8	0.5	1.5	1.7	1.5	0.5	5.3	1.7
12 percent & over	1.2	1.5	1.7	1.8	2.4	1.5	6.1	1.8
11 percent & over	1.9	1.9	3.9	2.1	4.4	4.0	7.5	2.1
10 percent & over	4.5	4.8	5.1	4.7	9.3	10.5	9.0	4.7
9 percent & over	14.9	19.0	6.1	6.5	13.5	15.0	12.8	6.5
8 percent & over	22.2	25.5	16.8	12.4	27.3	28.8	28.6	12.4
7 percent & over	34.9	40.4	25.7	18.0	45.1	45.9	48.1	18.0
6 percent & over	49.3	52.4	46.3	34.0	66.2	64.7	75.8	34.0
5 percent & over	66.7	67.1	72.0	55.3	79.9	76.3	91.6	55.3
4 percent & over	76.7	75.4	83.1	74.4	83.5	79.1	95.0	74.4
3 percent & over	83.6	81.1	94.0	82.1	88.9	85.3	98.6	82.1
2 percent & over	88.5	86.2	96.6	89.3	90.9	87.6	99.5	89.3
1 percent & over	91.5	89.4	97.1	95.7	92.4	89.7	99.6	95.7
Below 1 percent	8.5	10.6	2.9	4.3	7.6	10.3	0.4	4.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Sample includes 1,766 and 1,601 institutions reporting data for both years and providing data for continuing faculty, respectively.

TABLE 3

Weighted Average Salary and Average Compensation, by Category, Affiliation, and Academic Rank, 1986–87

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY				COMPENSATION			
CATEGORY I								
Professor	50,500	48,740	56,900	51,120	61,130	58,720	69,780	62,440
Associate Prof.	36,210	35,590	38,820	37,440	44,350	43,410	48,250	46,200
Assistant Prof.	30,360	29,930	32,040	30,490	37,070	36,580	39,080	36,790
Instructor	22,130	21,440	24,890	26,260	27,130	26,340	30,450	31,260
Lecturer	26,090	26,060	26,650	24,310	32,110	32,180	32,470	29,190
All Ranks	39,800	38,670	44,620	39,030	48,430	46,910	54,830	47,660
CATEGORY IIA								
Professor	42,160	42,290	42,680	39,800	51,190	51,200	52,600	48,540
Associate Prof.	33,200	33,340	33,140	32,130	40,670	40,780	40,890	39,380
Assistant Prof.	27,310	27,520	26,650	26,670	33,340	33,670	32,340	32,250
Instructor	21,220	21,640	19,070	21,180	25,820	26,410	22,840	25,650
Lecturer	22,790	22,470	24,210	26,530	28,110	27,750	29,300	32,460
All Ranks	33,750	34,050	33,010	32,140	41,130	41,450	40,500	39,150
CATEGORY IIB								
Professor	36,170	36,870	40,460	32,480	44,440	44,770	50,170	39,780
Associate Prof.	29,210	31,210	30,650	26,910	35,620	38,160	37,690	32,800
Assistant Prof.	24,070	25,940	24,990	22,500	29,050	31,610	30,260	26,930
Instructor	19,840	21,590	19,520	18,990	23,620	26,240	23,050	22,400
Lecturer	23,240	22,810	26,250	19,130	28,190	27,690	32,290	22,240
All Ranks	28,480	29,660	30,780	26,170	34,710	36,120	37,760	31,710
CATEGORY III								
Professor	37,170	37,460	27,210	23,890	46,340	46,730	33,120	29,290
Associate Prof.	31,330	31,560	24,720	21,330	39,010	39,340	29,660	25,860
Assistant Prof.	26,590	26,940	20,030	19,200	33,310	33,800	24,110	23,220
Instructor	22,270	22,750	16,190	16,570	28,000	28,690	19,360	19,740
Lecturer	19,540	19,540	–	–	25,120	25,120	–	–
All Ranks	30,100	30,490	21,120	20,310	37,600	38,130	25,420	24,610
CATEGORY IV								
No Rank	31,240	31,430	20,280	19,830	37,550	37,790	23,900	23,760
ALL CATEGORIES EXCEPT IV								
Professor	45,530	45,280	50,270	37,620	55,300	54,770	61,820	45,990
Associate Prof.	33,820	34,170	34,910	30,090	41,460	41,810	43,180	36,830
Assistant Prof.	27,920	28,470	28,310	24,600	34,090	34,900	34,420	29,560
Instructor	21,330	31,810	20,440	19,900	26,040	26,860	24,510	23,610
Lecturer	24,930	24,730	26,410	24,080	30,690	20,550	32,190	28,970
All Ranks	35,470	35,790	37,760	29,670	43,250	43,580	46,350	36,060

[1]Sample includes 1,875 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 4

Weighted Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 1986–87[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	MEN				WOMEN			
CATEGORY I								
Professor	50,850	48,880	57,450	51,620	45,240	43,840	49,950	46,340
Associate Prof.	36,610	35,870	39,470	38,090	34,210	33,560	36,500	35,310
Assistant Prof.	31,410	30,970	32,920	31,400	28,200	27,780	29,790	28,810
Instructor	23,550	22,640	26,010	28,800	21,110	20,600	23,340	24,680
Lecturer	28,000	27,900	28,730	26,510	23,960	24,020	24,090	22,460
CATEGORY IIA								
Professor	42,240	42,330	43,230	39,900	40,440	40,910	39,730	36,070
Associate Prof.	33,510	33,560	33,800	33,650	31,600	31,990	30,670	29,850
Assistant Prof.	27,990	28,160	27,460	27,420	26,050	26,350	24,990	25,150
Instructor	21,910	22,430	19,210	21,890	20,540	20,950	18,250	20,690
Lecturer	23,980	23,830	24,290	33,550	20,840	20,550	24,160	23,710
CATEGORY IIB								
Professor	36,530	36,380	40,870	33,070	34,100	35,240	38,110	20,560
Associate Prof.	29,560	30,920	31,130	27,710	27,810	29,970	29,450	25,660
Assistant Prof.	24,740	26,340	25,500	23,270	23,300	24,970	24,300	21,910
Instructor	20,390	22,370	19,510	19,670	19,490	20,760	19,580	18,760
Lecturer	24,370	23,740	28,250	20,530	22,450	21,900	24,910	18,600
CATEGORY III								
Professor	37,450	37,760	27,120	23,930	35,400	35,700	27,400	23,270
Associate Prof.	31,700	31,950	25,550	21,800	29,850	30,100	23,480	21,070
Assistant Prof.	27,120	27,460	20,890	19,320	25,320	25,770	19,320	18,470
Instructor	23,310	23,700	17,710	17,360	21,510	22,260	15,360	15,810
Lecturer	20,930	20,930	–	–	18,350	18,350	–	–
CATEGORY IV								
No Rank	31,820	31,980	20,740	20,610	30,140	30,380	19,700	18,890
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	46,070	45,610	51,200	38,300	40,630	41,020	43,330	33,860
Associate Prof.	34,290	34,490	35,700	30,930	31,800	32,300	32,540	28,210
Assistant Prof.	28,910	29,380	29,450	25,610	26,180	26,790	26,270	23,440
Instructor	22,180	22,730	21,200	20,670	20,590	21,040	19,530	19,590
Lecturer	26,710	26,460	28,400	25,470	22,970	22,800	24,230	22,010

[1]Sample includes 1,871 institutions providing data by gender. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 5

Weighted Average Salary, by Region, Category, and Academic Rank, 1986–87[1]

	WEST		NORTH CENTRAL		NORTHEAST		SOUTH		
	Pacific	Mountain	West N. Central	East N. Central	Middle Atlantic	New England	West S. Central	East S. Central	South Atlantic
CATEGORY I									
Professor	56,610	44,020	44,380	49,580	55,680	55,700	46,120	44,500	50,450
Associate	38,030	33,650	33,030	36,500	39,440	38,210	33,770	33,340	36,740
Assistant	32,990	28,630	28,420	30,580	31,880	31,750	28,790	27,950	30,670
Instructor	22,090	22,610	20,830	21,860	23,570	25,420	21,110	20,620	23,220
Lecturer	31,820	24,060	19,900	23,790	25,730	29,370	22,160	20,750	24,800
All Ranks	45,520	36,490	36,340	39,580	43,390	43,950	35,810	35,160	39,080
CATEGORY IIA									
Professor	47,380	37,810	38,190	39,720	43,290	44,420	37,410	37,410	41,150
Associate	36,130	31,360	31,190	32,790	34,540	34,030	31,150	30,810	33,530
Assistant	29,440	26,390	26,190	27,480	28,220	27,920	26,810	28,850	28,230
Instructor	25,040	22,130	21,050	22,030	22,500	21,980	21,040	21,070	21,870
Lecturer	25,600	24,960	19,440	22,120	25,340	28,320	19,340	18,500	23,610
All Ranks	41,050	31,160	30,610	32,690	34,960	35,410	30,030	30,260	32,890
CATEGORY IIB									
Professor	40,020	35,000	33,890	34,770	40,140	43,790	32,830	31,820	34,150
Associate	30,590	28,210	27,600	28,700	31,230	32,280	28,220	26,080	28,520
Assistant	25,120	23,760	23,170	23,720	25,200	26,550	24,720	22,400	23,920
Instructor	21,720	19,630	20,270	19,740	20,990	22,130	20,970	17,980	20,290
Lecturer	19,430	–	22,060	20,000	23,520	30,030	21,470	20,200	23,360
All Ranks	31,290	29,080	26,850	28,070	30,560	33,030	27,220	25,730	27,660
CATEGORY III									
Professor	40,690	28,940	37,640	38,170	39,500	33,200	36,550	30,780	36,670
Associate	37,800	26,730	31,720	33,360	32,480	28,080	30,280	26,390	30,300
Assistant	33,000	24,160	26,110	28,820	27,200	24,260	26,500	22,710	25,840
Instructor	30,800	22,860	23,470	25,180	22,390	21,710	23,650	20,460	21,300
Lecturer	–	–	–	20,600	18,920	16,870	–	–	19,720
All Ranks	37,230	25,090	31,020	31,610	32,210	28,260	28,650	24,860	29,920
CATEGORY IV									
No Rank	36,870	27,370	26,510	31,470	20,260	–	26,700	24,680	24,110
ALL CATEGORIES COMBINED EXCEPT IV									
Professor	51,050	41,520	40,470	44,820	48,080	49,660	42,340	39,620	44,860
Associate	36,580	32,220	31,130	34,050	35,370	35,190	32,350	30,790	33,990
Assistant	30,770	27,210	26,040	28,440	28,590	28,900	27,350	25,820	28,210
Instructor	23,850	22,200	29,810	21,890	22,360	22,690	21,210	20,410	21,800
Lecturer	31,250	24,200	20,010	22,830	25,260	29,140	21,660	19,660	24,080
All Ranks	42,370	33,820	31,990	35,470	37,030	38,490	32,880	31,140	34,690

[1]Sample includes 1,875 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

Pacific: Alaska, Calif., Hawaii, Oreg., & Wash.; *Mountain:* Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah. & Wyo.; *West North Central:* Iowa, Kans., Minn., Mo., Nebr., N. Dak., & S. Dak.; *East North Central:* Ill., Ind., Mich., Ohio, & Wis.; *Middle Atlantic:* N.J., N.Y., & Penn.; *New England:* Conn., Maine, Mass., N.H., R.I., & Vt.; *West South Central:* Ark., La., Okla., & Tex.; *East South Central:* Ala., Ky., Miss., & Tenn.; *South Atlantic:* Del., D.C., Fla., Ga., Md., N.C., S.C., Va., & W. Va.

TABLE 6

Percentiles of the Distributions of Institutions by Average Salary and Average Compensation, 1986–87 (Rounded to Nearest $100)

Rating[1]	1*	1	2	3	4	1*	1	2	3	4
Percentile	95	80	60	40	20	95	80	60	40	20
			SALARY					COMPENSATION		
CATEGORY I										
Professor	62,4	55,9	50,3	46,7	42,8	77,3	68,4	61,7	56,3	51,3
Associate	42,8	39,4	37,0	35,3	32,5	53,4	48,3	45,5	43,0	39,3
Assistant	35,7	32,9	30,6	29,3	27,8	43,6	40,0	37,4	35,6	33,6
Instructor	29,3	25,8	23,8	22,4	20,5	35,3	31,6	29,4	27,6	24,8
CATEGORY IIA										
Professor	49,1	44,3	40,4	37,8	34,6	60,1	55,0	49,7	45,7	41,3
Associate	38,2	35,6	33,0	31,3	28,8	47,4	44,6	40,7	38,1	34,6
Assistant	31,3	29,5	27,5	26,1	24,7	39,1	36,4	34,0	31,6	29,5
Instructor	27,2	24,6	22,5	21,2	19,7	34,0	30,1	27,6	25,7	23,7
CATEGORY IIB										
Professor	46,2	38,5	34,2	30,5	27,1	56,9	47,8	41,3	36,5	32,5
Associate	35,2	31,5	28,6	26,1	23,3	43,7	38,6	34,6	31,5	27,6
Assistant	28,4	25,9	24,1	22,4	20,3	34,7	31,4	29,0	26,8	24,0
Instructor	25,5	22,4	20,5	18,9	17,5	30,8	27,1	24,4	22,5	20,5
CATEGORY III										
Professor	41,8	38,5	35,3	32,5	30,1	51,0	47,7	44,3	40,3	36,4
Associate	36,0	32,8	30,6	28,7	25,8	44,9	41,0	38,2	35,2	31,4
Assistant	30,5	27,9	26,2	24,4	21,5	39,6	34,6	32,5	30,4	26,6
Instructor	27,4	23,8	22,3	20,8	18,7	34,2	30,0	28,4	26,4	22,9
CATEGORY IV										
No Rank	40,5	35,0	29,5	26,3	22,5	48,6	43,4	36,1	34,8	27,1

[1]Interpretation of the ratings: 1* = 95th percentile; 1 = 80th percentile; 2 = 60 percentile, etc. Average Salary and/or Average Compensation lower than the 10th percentile will be rated 5. An average salary of 52,0 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th and 80th percentiles or is higher than 50,3 but less than 55,9, which is the average salary needed for a rating of 1 or the salary level of the 80th percentile. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 7

Average Fringe Benefits in Dollars and as a Percentage of Average Salary, by Affiliation and Itemized Benefits, 1986–87 (All Ranks Combined)

Itemized Benefits	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	IN DOLLARS				AS A PERCENTAGE			
Retirement	3454	3700	3330	2065	9.4	10.3	8.8	7.0
Medical Insurance	1397	1463	1333	1074	3.9	4.1	3.5	3.6
Disability	102	95	120	117	0.3	0.3	0.3	0.4
Tuition	268	62	832	668	0.8	0.2	2.2	2.3
Dental Insurance	83	97	51	43	0.2	0.3	0.1	0.2
Social Security	2055	2011	2341	1979	5.8	5.6	6.2	6.7
Unemployment Compensation	83	63	134	128	0.2	0.2	0.4	0.4
Group Life	114	102	163	118	0.3	0.3	0.4	0.4
Worker's Compensation	141	134	170	142	0.4	0.4	0.5	0.5
Benefits in Kind	79	65	123	98	0.2	0.2	0.3	0.3
All Combined	7788	7792	8596	6433	22.0	21.8	22.8	21.7

Notes: For the purpose of this survey, the social security tax has been calculated at 7.15 percent of the first $42,000 of salary; retirement contribution by the institution (or state) is included regardless of the plan's vesting provision; tuition includes both waivers and remissions; dental insurance might be somewhat underestimated because a number of institutions report the premiums under "medical insurance." Similarly, the medical insurance premiums might be somewhat overestimated because dental is sometimes included in the amount reported. For the majority, benefits in kind include moving expenses, housing, and other benefits with cash options. In the case of the public four-year institutions in Texas, it also includes the portion of the employee's contribution to social security that is paid by the state. For additional information on the reporting of fringe benefits, see Explanation of Statistical Data preceding Appendix I. Averages for All Combined may not add up because of rounding.

TABLE 8

Average Fringe Benefits in Dollars and as a Percentage of Average Salary, by Category and Itemized Benefits, 1986–87 (All Ranks Combined)

Itemized Benefits	Categories									
	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
	IN DOLLARS					AS A PERCENTAGE				
Retirement	3948	3280	2199	3730	2708	9.9	9.7	7.7	12.4	8.7
Medical Insurance	1481	1382	1093	1564	1809	3.7	4.1	3.8	5.2	5.8
Disability	122	84	97	62	116	0.3	0.3	0.3	0.2	0.4
Tuition	297	180	463	76	40	0.8	0.5	1.6	0.3	0.1
Dental Insurance	84	101	34	94	252	0.2	0.3	0.1	0.3	0.8
Social Security	2238	2004	1883	1639	928	5.6	5.9	6.6	5.4	3.0
Unemployment	77	87	98	74	88	0.2	0.3	0.3	0.3	0.3
Group Life	127	100	116	93	99	0.3	0.3	0.4	0.3	0.3
Worker's Compensation	158	124	127	147	222	0.4	0.4	0.5	0.5	0.7
Benefits in Kind	94	54	117	22	52	0.2	0.2	0.4	0.1	0.2
All Combined	8624	7397	6228	7502	6313	21.7	21.9	21.9	24.9	20.2

See Notes to Table 7 above.

TABLE 9

Percentage of Faculty Members with Tenure Status, by Category, Affiliation, Academic Rank, and Gender, 1986–87[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	ALL COMBINED				MEN				WOMEN			
CATEGORY I												
Professor	97	97	98	95	97	97	98	95	96	96	99	93
Associate	87	89	76	88	87	89	76	89	86	89	75	87
Assistant	12	13	6	17	10	11	5	15	16	18	6	20
Instructor	5	6	1	5	6	6	2	7	5	5	–	4
Lecturer	5	6	–	–	6	7	–	–	3	4	–	–
All Ranks	67	68	65	64	73	74	70	70	46	46	43	47
CATEGORY IIA												
Professor	96	97	94	95	96	96	94	95	97	97	96	94
Associate	80	81	75	78	79	80	75	80	80	81	77	77
Assistant	28	30	21	26	27	29	21	25	29	32	21	24
Instructor	7	8	2	4	7	9	2	6	7	8	2	2
Lecturer	1	1	–	9	2	1	–	4	*	–	–	5
All Ranks	65	67	58	63	71	72	64	68	50	52	44	47
CATEGORY IIB												
Professor	95	96	96	94	95	96	96	94	93	97	95	91
Associate	81	81	84	79	81	81	84	78	81	82	84	79
Assistant	23	38	13	22	23	37	13	22	23	40	14	22
Instructor	5	9	6	1	5	10	5	2	5	8	6	1
Lecturer	1	1	1	1	1	2	–	–	1	–	2	6
All Ranks	59	61	59	58	67	68	66	66	44	51	42	44
CATEGORY III												
Professor	98	98	96	100	98	98	94	100	98	98	100	100
Associate	92	92	85	100	93	93	78	100	91	91	97	100
Assistant	84	64	66	43	66	66	65	100	61	61	68	25
Instructor	24	25	6	–	28	29	9	–	20	20	3	–
Lecturer	–	–	–	–	–	–	–	–	–	–	–	–
All Ranks	76	77	63	75	81	81	64	100	69	69	62	50
CATEGORY IV												
No Rank	71	72	26	67	74	74	23	74	70	70	36	56
ALL CATEGORIES EXCEPT IV												
Professor	97	97	96	94	97	97	96	95	96	97	96	92
Associate	83	85	78	80	83	85	78	81	83	85	79	80
Assistant	22	25	13	22	21	23	12	22	25	29	14	22
Instructor	8	10	3	2	9	11	3	3	7	9	3	2
Lecturer	4	4	*	2	5	5	–	1	2	3	*	2
All Ranks	66	68	61	60	71	73	67	66	49	51	43	44

[1]Sample includes 1,639 institutions reporting tenure information. For definition of Categories, see Explanation of Statistical Data preceding Appendix I.
*Too few to be meaningful

TABLE 10

Percentage of Full-time Faculty on Tenure Track Appointments, by Category, Affiliation, Academic Rank, and Gender, 1986–87[1]

Academic Rank	All Comb.	Publ.	Priv. Ind.	Ch.-Rel.	All Comb.	Publ.	Priv. Ind.	Ch.-Rel.	All Comb.	Publ.	Priv. Ind.	Ch.-Rel.
	ALL COMBINED				MEN				WOMEN			
CATEGORY I												
Professor	99	99	99	98	99	99	99	98	99	99	99	100
Associate	98	99	95	98	98	99	95	99	98	99	95	96
Assistant	91	92	88	87	92	92	87	87	90	90	87	86
Instructor	32	31	25	32	32	32	24	29	32	31	27	38
Lecturer	17	22	3	–	19	25	3	–	15	19	–	–
All Ranks	92	92	90	85	94	95	93	90	82	82	79	73
CATEGORY IIA												
Professor	99	98	98	100	99	98	98	100	99	99	98	100
Associate	96	97	98	99	96	96	98	99	95	95	96	96
Assistant	85	84	87	87	86	85	88	88	84	83	86	87
Instructor	36	35	48	34	38	37	44	47	36	33	53	25
Lecturer	3	3	–	21	4	3	–	25	24	2	–	17
All Ranks	88	88	91	90	91	91	93	94	79	78	85	78
CATEGORY IIB												
Professor	99	100	97	99	98	100	97	99	100	100	100	98
Associate	97	97	98	96	97	97	98	97	97	97	97	95
Assistant	85	88	85	82	85	88	86	83	84	89	83	82
Instructor	50	48	49	50	52	52	51	51	49	45	46	50
Lecturer	6	1	6	20	5	3	5	10	7	—	7	40
All Ranks	89	88	89	89	91	91	92	92	82	80	83	83
ABOVE CATEGORIES COMBINED												
Professor	99	99	98	99	99	99	98	99	99	99	99	99
Associate	97	97	97	97	97	98	97	97	97	97	96	96
Assistant	88	89	87	84	89	90	87	84	87	88	85	83
Instructor	41	41	43	46	43	43	41	49	40	39	45	44
Lecturer	13	15	3	5	15	17	3	6	11	13	4	4
All Ranks	90	90	90	89	93	93	93	92	81	81	83	81

[1]Sample includes 887 Categories I, IIA, and IIB institutions providing information on tenure track appointments. There were too few Categories III and IV (two-year) institutions providing this information to warrant any meaningful tabulations in this format. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 11

Number of Institutions Surveyed and Number of Institutions Included in the Tabulations for this Report, by Category and Affiliation, 1986–1987[1]

Category	Number Surveyed: All Combined	Public	Private Independent	Church-Related	Number in Tabulations: All Combined	Public	Private Independent	Church-Related
I	179	119	47	13	172 (96.1%)	117	43	12
IIA	516	285	142	89	426 (82.6%)	254	109	63
IIB	893	129	295	469	594 (66.5%)	93	191	310
III	1,082	898	124	60	(III) 253 (63.1%)	223	20	10
IV					(IV) 430	404	10	16
Total:	2,670	1,431	608	631	1,875 (70.2%)	1,091	373	411

[1]The number of campuses (i.e., as opposed to number of institutions) listed in the *Education Directory, Colleges and Universities, 1985–86*, U.S. Department of Education Center for Statistics, was 3,331 and 3,340 for 1984–85 and 1985–86, respectively. The Directory includes institutions which do not utilize full-time faculty or whose faculty donate their time, institutions with less than five full-time faculty, and institutions which offer terminal-occupational programs which are not included for the purpose of this survey. The above number of institutions in the tabulations does not include 29 late reports which are, nonetheless, listed in the Appendixes of this report nor 50 medical schools providing data for the preclinical departments (see Appendix III).

TABLE 12

Number of Institutions, Number and Percentage of Full-time Faculty, Average Salary, Average Compensation, Average Fringe Benefits, and Percentage of Tenured Faculty, by Category and Academic Rank, 1986–87

Category a/o Academic Rank	No. of Insts.	No. of Faculty	Percentage of Fac.	Average Salary	Average Comp.	Average Ben.	Ben. as % Sal.	Percentage Tenured
I	172	131,548	40.8	39,800	48,430	8,620	21.7	67.
IIA	426	96,525	30.0	33,750	41,130	7,380	21.9	65.
IIB	594	42,743	13.3	28,480	34,710	6,220	21.8	59.
III	253	19,408	6.0	30,100	37,600	7,500	24.9	76.
IV	430	31,850	9.9	31,240	37,550	6,310	20.2	71.
All Combined	1,875	322,174	100.0	35,050	42,690	7,640	21.8	66.
Professor		104,988	36.1	45,530	55,300	9,770	21.5	97.
Associate Professor		83,112	28.6	33,820	41,460	7,640	22.6	83.
Assistant Professor		74,513	25.7	27,920	34,090	6,170	22.1	22.
Instructor		18,810	6.5	21,330	26,040	4,710	22.1	8.
Lecturer		6,090	2.1	24,930	30,690	5,770	23.1	1.
Other		2,811	1.0	26,010	31,530	5,530	21.3	16.
All Combined (Cats. I thru III)		290,324	100.0	35,470	43,250	7,780	21.9	66.

TABLE 13

Number of Full-time Faculty in Preclinical Departments of Medical Schools, Average Salary and Average Fringe Benefits, by Type of Affiliation and Academic Rank, 1986–87[1] (Data on 12-Month Basis)

Academic Rank	No. of Faculty	Average Salary: All	Public	Private	Average Fringe Benefits: All	Public	Private
Professor	1,195	63,170	61,940	65,890	13,840	13,210	15,200
Associate Professor	1,162	47,800	48,110	47,050	10,490	10,400	10,710
Assistant Professor	1,138	37,440	37,850	36,300	8,130	8,070	8,290
Instructor	890	17,760	17,800	27,290	4,580	4,380	6,650
All Ranks	4,385	45,230	43,960	47,150	9,590	9,030	11,280

[1]Sample includes 50 institutions reporting data for preclinical departments.

ADDITIONAL TABLES AVAILABLE

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EXPLANATION OF STATISTICAL DATA

Instructional Faculty. The instructional staff faculty is defined as those members of the instructional/research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (1) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions, (2) instructional faculty in preclinical and clinical medicine, (3) instructional faculty who are employed on a part-time basis, (4) administrative officers with titles such as dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction and may have faculty status, and (5) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, etc.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other form of remuneration. Where faculty members are given duties for eleven or twelve months, salaries are converted to a standard academic-year basis by applying a factor of 9/11 or 81.8 percent or by the official factor used in a publicly announced formula which is reflected in a footnote in the Appendix Tables of this report.

Fringe Benefits. In general, the major benefits include those where the institution (or state) makes a definitive payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits include the institution's (or state's) contribution for: (1) Social Security (for consistency, the previously announced rate of 7.15 percent of the first $42,000 of salary has been used in calculating these payments, (2) retirement contributions (the employer's contributions are included regardless of the plan's vesting provision), (3) medical insurance, (4) life insurance, (5) dental insurance, (6) disability income protection, (7) unemployment compensation, (8) worker's compensation, (9) tuition for faculty children (both waivers and remissions are included), (10) other benefits in kind with cash alternatives (for the majority, these include benefits such as moving expenses, housing, bonuses, etc.). Since the objective of the study is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Compensation. Compensation represents salary plus the institution's (or state's) contribution to major fringe benefits.

Rating of Average Salary and Average Compensation. The rating is based on the actual distribution of average salaries and/or average compensations for comparable institutions. For definition of comparable institution, see definition of categories and the explanation of ratings in Column (2) below.

Definition of Categories. The definition of categories given here is that instituted by the National Center for Education Statistics and adopted by AAUP in 1983–84. The roman numerals are used for the purpose of this report with the NCES identification given in parentheses. It should be noted that category IIC (Specialized Institutions) which was used in previous reports has been dropped. Institutions formerly classified as "IIC" are now included in other categories (depending on the level of program offerings and the number of degrees awarded). In previous years, data on earned degrees were obtained from NCES. Because these data have not been available in a timely mannner, starting with this survey we ask institutions to assign their own category based on the most recent information available.

Category I (Doctoral-Level Institutions). These are institutions characterized by a significant level and breadth of activity in and commitment to doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Included in this category are those institutions which grant a minimum of thirty doctoral-level degrees. These degrees must be granted in three or more doctoral-level programs.

Category IIA (Comprehensive Institutions). These institutions are characterized by diverse post-baccalaureate programs (including first-professional), but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which a number of doctoral-level degrees granted is fewer than thirty or in which fewer than three doctoral-level programs are offered. In addition, these institutions must grant a minimum of thirty post-baccalaureate degrees and either grant degrees in three or more post-baccalaureate programs or, alternatively, have an interdisciplinary program at the post-baccalaureate level.

Category IIB (General Baccalaureate Institutions). These institutions are characterized by their primary emphasis on general undergraduate baccalaureate-level education. They are not significantly engaged in post-baccalaureate education. Included are institutions which are not considered as specialized and in which the number of post-baccalaureate degrees granted is fewer than thirty or in which fewer than three post-baccalaureate-level programs are offered and which either (a) grant baccalaureate degrees in three or more program areas, or (b) offer a baccalaureate program in interdisciplinary studies.

Category III (Two-year Institutions with Academic Ranks). These are institutions that confer at least 75 percent of their degrees and awards for work below bachelor's degree.

Category IV. The definition is the same as that of Category III but these two-year colleges do not use the standard academic ranks. These institutions are listed in Appendix II of this report.

Definition of data presented in Appendixes I and II:

Col. (1) Institution's category—The definition of categories is given above.

Col. (2) Ratings of Average Salary—Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1* = 95th percentile or above, 1 = 80th percentile to 94.9%; 2 = 60th percentile to 79.9%, etc.). An average salary lower than the 20th percentile is rated 5. The

ratings have been assigned using the actual average salary which is then rounded to the nearest hundred for publication in Col. (3).

Col. (3) Average Salary by Rank and for All Ranks Combined—This figure represents the average contracted salary (adjusted to a standard academic-year basis, when necessary) excluding summer teaching, extra load, etc., which has been rounded to the nearest hundred dollars; an entry of 33.3 would stand for an average salary between 33,250 and 33,349. The All Ranks (AR) figure includes the rank of lecturer and the category No Rank which are not displayed here.

Col. (4) Rating of Average Compensation—Same definition as that given for Col. (2) above, but for compensation which is salary plus fringe benefits.

Col. (5) Average Compensation by Rank and for All Ranks Combined—This figure represents the average salary plus average fringe benefits and, as for average salary, the figure has been rounded to the nearest hundred dollars.

Col. (6) Benefits as a Percentage of Average Salary—This percentage which has been rounded to the nearest unit represents the overall percentage of fringe benefits as a percentage of average salary for all ranks combined.

Col. (7) Percentage of Tenured Faculty—This percentage is that of tenured faculty in a given rank.

Col. (8) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary is that for continuing faculty or faculty members remaining on staff in 1986–87. This figure represents an increase in salary for *individuals* as opposed to a change in salary levels for a given rank from 1985–86 to 1986–87. For the purpose of reporting this information, the institution is asked to provide the data by rank but using, in a case of promotion, the rank held in 1985–86. Therefore, the increase shown is that of individuals in a given rank during academic year 1985–86. This figure reflects both across-the-board and promotion increments.

Col. (9) Number of Full-time Faculty Members by Rank and by Gender—This number represents the total number of full-time faculty in a given rank.

Col. (10) Average Salary by Rank and by Gender—These figures, like those in Col. (3), have been rounded to the nearest hundred dollars. The average is not shown and is replaced by dashes when the number of individuals in a given rank and/or gender is five or fewer. This policy has been adopted to protect the confidentiality of individual salaries.

Cautionary Notes

With the exception of the number of faculty members shown in Col. (10), data are not given when the number of individuals in a given rank and/or gender is five or fewer. This policy was adopted to protect the confidentiality of individual salaries and because an average with so few individuals could be misleading when used for comparison purposes. In such cases, dashes appear in the affected columns.

The data presented in this report were gathered by Maryse Eymonerie Associates which conducted a survey including 2,670 colleges and universities. Institutions that do not employ full-time faculty or have only faculty members who donate their time or had fewer then five full-time faculty members in 1985-86 were not included. The questionnaire used by Maryse Eymonerie Associates is Form MEA 22.

Average Salary and Average Compensation are likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants whose compensations are not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Average figures for small institutions may also be influenced by the fact that in a given year a relatively large number of their higher paid faculty may be on leave without pay or may have retired. In addition, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, which can exercise a double-edged effect upon the average reported in both the higher and lower ranks. Unfortunately, we have found no feasible way to make appropriate adjustments for these occurrences and can only caution the reader to keep these points in mind.

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
ALABAMA																				
Alabama Agri.&Mech. Univ.		IIA	5	4	4	5	32.4	29.1	24.7	19.4	26.8	5	4	4	4	39.4	35.6	30.2	23.9	32.7
Alabama State University		IIA	5	4	4	4	34.4	31.1	25.5	20.2	26.8	5	4	4	4	40.1	36.2	29.7	23.7	31.3
Athens State College		IIB	2	1	1		38.4	34.0	27.2	----	34.2	2	1	1		44.9	39.8	32.0	----	40.0
Auburn University- Main		I	4	4	4	5	43.6	34.1	28.7	19.5	34.1	4	4	4	5	51.6	40.6	34.2	23.0	40.5
Auburn University-Montgomery	2	IIA	3	2	3	3	39.2	33.1	26.5	21.7	29.7	3	3	3	2	47.3	40.5	33.9	27.6	36.9
Birmingham-Southern College	1	IIB	3	3	2		33.4	26.4	24.3	----	28.1	2	3	2		43.9	32.9	30.2	----	35.8
Huntingdon College		IIB	4	4	4		27.9	25.2	21.8	----	23.4	4	4	4		34.6	31.3	26.1	----	28.3
Jacksonville State Univ.		IIA	4	2	2	1	35.0	33.8	28.8	25.7	30.9	4	2	2	1	43.9	42.3	36.0	32.1	38.7
Judson College		IIB	5		5		25.9	----	20.2	----	22.3	5		5		30.2	----	22.8	----	25.6
Livingston University	3	IIB	4	4	4	4	30.2	23.9	21.4	18.3	24.0	4	4	4	4	36.1	28.9	25.9	22.2	28.9
Southeastern Bible College		IIB		5			----	18.6	----	----	19.1		5			----	21.1	----	----	21.6
Spring Hill College		IIB	2	3	2		34.2	28.3	24.6	----	28.3	2	2	2		42.7	34.8	30.1	----	34.9
Stillman College		IIB	5	5	5	5	23.9	20.0	19.8	16.0	20.0	5	5	5	5	27.6	23.0	22.7	18.5	23.0
Troy State University-Main		IIA	4	4	4	3	36.3	29.7	24.8	21.5	27.5	4	4	4	3	43.5	35.7	29.9	26.0	33.1
Troy St.U.Dothn-Ft.Rucker		IIA	4	3	2		35.4	31.5	28.6	----	30.2	4	3	2		43.5	38.3	34.9	----	36.8
Troy State Univ.-Montgomery		IIA		4	3		----	29.2	26.1	----	27.2		4	4		----	34.9	31.2	----	32.5
Tuskegee University	29	IIA	5	5	5	5	30.5	24.9	22.5	18.2	23.8	5	5	5	5	36.0	29.4	26.7	21.4	28.0
University of Alabama		I	4	4	4	5	45.2	33.9	28.0	19.7	35.6	4	4	4	4	55.5	42.1	34.9	24.8	44.0
Univ. Alabama at Birmingham		I	5	5	5	5	42.1	32.1	26.0	20.2	31.6	4	4	5	4	52.6	40.6	33.2	26.3	40.0
Univ. Alabama in Huntsville	2	IIA	1	3	3	4	44.5	32.8	27.2	21.1	32.4	2	3	3	4	52.6	38.9	32.3	25.2	38.5
University of Montevallo	31	IIA	5	4	4	5	34.2	29.4	25.2	19.4	29.2	5	4	4	5	40.9	35.3	30.3	23.1	35.1
Univ. of North Alabama	4	IIA	3	3	3	5	38.7	31.9	26.8	13.8	30.8	3	4	3	5	45.9	37.8	31.8	18.1	36.6
University of South Alabama	32	IIA	4	4	2	3	37.7	30.7	27.7	22.2	30.4	4	4	3	3	45.6	37.2	33.0	27.4	36.7
ALASKA																				
Univ.Alaska-Anchorage		IIA	1*	1*	1*		51.8	42.4	34.0	----	41.1	1*	1*	1*		63.2	51.9	41.6	----	50.2
Univ.Alaska-Cooperative Ext.		III		1*	1*			49.1	44.7	----	42.4		1*	1*			61.4	56.0	----	52.1
Univ.Alaska-Fairbanks		IIA	1*	1*	1*	1*	57.2	47.2	38.4	31.6	45.0	1*	1*	1*	1*	70.4	57.9	47.0	38.5	55.2
Univ.Alask-Juneau	-	IIB	1*	1*	1*		55.7	44.4	36.4	----	40.6	1*	1*	1*		68.3	54.2	44.5	----	49.7
ARIZONA																				
Amer.Grad.Sch.Internat'l Mgt		IIB	1	1	1		39.7	32.0	27.2	----	33.1	1	1	1		48.5	40.0	34.2	----	41.1
Arizona State University	1	I	3	2	2	2	48.8	37.5	31.1	23.8	39.4	3	3	3	3	56.7	44.4	37.2	28.9	46.3
Grand Canyon College		IIB	3	3	4	3	30.6	26.4	21.6	19.0	24.9	4	4	4	4	35.7	31.2	24.5	22.0	28.8
Northern Arizona University		IIA	1	2	2	3	44.3	35.1	28.0	22.1	34.1	2	2	2	2	53.2	42.7	34.5	27.7	41.5
University of Arizona	4	I	3	3	3	2	49.6	36.5	30.5	25.6	40.4	3	3	2	1	59.3	45.1	38.4	32.6	49.2
ARKANSAS																				
Arkansas College		IIB	3	3	2		33.5	28.1	24.7	----	28.3	3	3	2		38.7	33.4	29.4	----	33.3
Arkansas State Univ.-Main	1	IIA	4	3	3	4	37.1	31.3	26.1	21.0	29.1	4	4	3	3	44.9	38.0	31.7	25.8	35.3
Arkansas State Univ.-Beebe	1	III			2	2		----	26.4	22.6	26.0			3	3		----	32.0	27.6	31.6
Arkansas Tech University		IIB	3	2	1	3	31.9	28.6	26.0	20.4	27.6	3	2	1	2	38.5	34.6	31.4	24.9	33.4
College of the Ozarks		IIB	5	5	5	5	23.2	20.9	19.2	17.3	20.6	5	5	4	4	29.7	26.8	24.7	22.0	26.4
Hendrix College		IIB	3	2	2		34.1	29.1	24.1		29.5	2	2	3		43.1	37.6	28.9		37.3
Ouachita Baptist University		IIA	5	5	5	5	32.4	26.5	22.2	19.4	25.7	5	5	5	4	39.0	31.7	27.2	23.7	31.1
Southern Ark. Univ.-Main	4	IIB	2	2	1	3	34.7	30.7	26.8	20.4	28.9	2	2	1	2	42.1	37.2	32.7	24.6	35.0
Univ. Arkansas-Fayetteville		I	5	4	5	4	42.3	32.9	27.6	20.7	34.7	5	5	5	5	50.4	39.1	32.6	24.4	41.2
Univ. Arkansas-Little Rock		IIA	2	2	2	2	41.8	33.0	27.6	23.2	31.8	3	3	3	3	49.6	39.4	32.7	27.3	37.7
Univ. Arkansas at Pine Bluff		IIB	3	3	2	2	32.0	28.2	25.8	21.4	26.8	3	2	1	2	39.2	34.7	31.7	26.6	33.0
Univ. of Central Arkansas		IIA	4	3	4	4	37.7	31.5	25.2	20.1	29.4	4	3	4	4	45.4	38.2	30.8	24.8	35.6
CALIFORNIA																				
Azusa Pacific University		IIA	5	5	5	4	29.2	26.0	23.5	19.9	25.6	5	4	4	3	38.1	34.6	31.0	26.5	33.7
Biola University		IIA	4	5	5	5	35.3	27.2	21.9	18.2	27.9	4	5	5	5	42.1	32.9	26.3	22.7	33.5
California Inst. of Arts		IIA									28.7									35.7
California Inst. of Tech.		I	1*	1*	1*		65.8	47.8	38.9		59.6	1*	1*	1*		80.7	58.0	47.2		72.9
California Lutheran College		IIA	4	5	5	3	35.5	28.1	23.5	22.0	29.4	4	4	5	3	44.4	35.2	28.4	27.2	36.5
Cal.St.Univ-Bakersfield	33	IIA	1	1	1	1	48.8	37.4	29.9	26.2	41.2	1	1	1	1	59.1	46.3	37.5	32.6	50.4
Cal.St.Univ-San Bernardino	33	IIA	1	1	1		48.2	36.8	30.5	----	39.1	1	1	1		58.3	45.6	38.2	----	48.1
Cal.Poly.St.U-Sn Luis Obispo	33	IIA	1	1	1		48.5	38.0	30.5	----	44.3	1	1	1		58.6	46.9	38.0	----	53.9
Cal.St.Univ-Chico	33	IIA	1	1	1	1*	48.9	37.4	30.7	27.3	44.8	1	1	1	1*	59.1	46.3	38.4	34.1	54.4
Cal.St.Univ-Dominguez Hills	33	IIA	1	1	1		49.0	37.4	30.5	----	45.0	1	1	1		59.2	46.4	38.1	----	54.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.	94.	89.	63.		0.0	0.0	0.0	0.0	35	49	52	16	14	23	31	20	32.3	29.5	25.2	17.7	32.7	28.2	23.9	20.7
17.	88.	74.	ALL	2.	0.0	0.0	0.0	0.0	20	30	27	21	4	12	34	22	----	31.9	25.7	20.6	----	29.0	25.3	19.8
17.	ALL	ALL	50.		0.8	0.4	1.1	----	10	10	8	1	6	5	2		37.8	----	----	----	39.5	----	----	
19.	96.	88.	24.		0.2	0.3	0.3	0.6	304	284	263	29	15	38	79	50	43.8	34.4	29.5	20.3	38.1	31.5	26.0	19.1
25.	93.	85.	30.		0.7	0.2	0.4	0.0	25	44	39	15	2	18	30	17	----	34.0	27.6	21.2	----	31.1	25.1	22.1
28.	91.	96.			9.0	8.2	8.6	----	26	13	12		6	10	17	2	33.3	26.7	24.8		33.7	26.0	24.0	----
21.	ALL	78.	16.		3.0	4.3	3.9	----	7	8	12	1	1	1	7	3	----	----	22.1	----	----	----	21.3	----
25.	ALL	68.	38.	8.	0.0	1.1	1.2	1.5	89	17	21	39	23	2	29	39	35.1	----	27.8	25.9	34.9	----	29.4	25.6
15.	ALL		13.		4.6	----	4.6	----	5	2	3	1	2	1	5	2	----	----	----	----	----	----	----	----
21.	89.	52.	3.		0.8	0.7	1.0	9.5	15	15	18	1	4	6	11	6	----	23.8	21.2	----	----	24.1	21.6	----
13.					----	20.0	----	----	2	5	2	2		2		1	----	----	----	----		----		----
23.	85.	58.	5.		5.5	4.5	4.3	----	17	10	11	1	3	2	8	4	----	----	26.3	----	----	----	22.2	----
15.	63.	56.	37.						5	6	11	2	3	3	8	5	----	----	20.4	----	----	----	19.1	----
20.	85.	73.	32.						29	36	33	16	4	23	43	20	----	30.0	25.9	21.1	----	29.2	23.9	21.8
22.	ALL	33.	37.						5	7	13	1	2	5	6	2	----	----	30.3	----	----	----	25.1	----
20.		86.	46.						3	6	11	2	1	1	2	3	----	----	----	----	----	----	----	----
18.	90.	64.	39.	6.					52	53	70	54					----	----	----	----				
24.	97.	81.	15.	11.	0.0	1.0	1.1	1.9	245	156	127	17	24	38	64	27	45.5	34.0	29.0	20.1	42.4	33.3	25.9	19.4
27.	99.	89.	7.		0.0	0.0	0.0	0.0	69	110	75	7	9	31	43	9	42.2	32.7	26.7	21.1	41.3	30.1	24.7	19.5
19.	94.	70.	18.	8.					48	60	63	4	6	10	28	9	45.2	33.6	28.9	----	39.1	28.2	23.3	----
20.	97.	94.	31.						31	30	17	2	8	19	19	4	34.2	30.8	27.9	----	34.2	27.1	22.8	----
19.	93.	83.	80.	50.					49	30	42	5	7	12	29	7	38.9	31.8	27.1	----	37.4	32.0	26.2	----
21.	97.	90.	19.	43.	0.0	1.6	0.4	3.2	90	76	69	19	16	20	32	28	38.1	31.0	28.7	23.7	35.4	29.7	25.5	21.3
22.	78.	42.	6.		2.4	0.7	0.7	----	30	39	24	3	6	11	23	2	52.0	42.1	34.9	----	50.3	43.5	33.0	----
23.		89.	29.			1.1	2.2	----		6	9	1		3	5	3		----	----	----		----	----	----
23.	75.	42.	8.		0.2	2.0	1.4	-0.3	55	56	62	8	8	10	24	4	57.8	47.3	39.1	----	53.4	46.9	36.7	----
22.	50.	19.			----	0.0	0.0	----	6	17	8			4	6	1	----	----	39.0			----	33.0	----
24.	85.	88.	18.		9.6	5.9	6.5	----	21	23	6	1	6	10	5	4	40.4	32.7	----	----	37.2	30.3	----	----
17.	94.	89.	17.	14.					427	363	194	5	54	73	97	31	49.0	37.7	32.0	----	47.0	36.2	29.4	----
16.	63.	13.							13	7	6	2	3	8	13	7	----	25.6	24.4	----	----	27.1	20.4	----
22.	99.	80.	19.		7.2	7.8	8.2	5.8	118	176	101	21	4	19	63	12	----	35.1	28.7	22.5	----	34.9	26.9	21.3
22.	94.	86.	1.		7.0	8.4	8.7	7.5	600	278	174	12	36	67	83	12	49.9	36.7	31.6	27.8	45.2	35.8	28.3	23.4
18.	69.				5.8	6.4	8.9	7.6	12	7	7	2	4	1	4	3	----	----	----	----	----	----	----	----
22.	91.	70.	33.	17.	2.3	3.1	4.2	2.9	81	73	66	34	5	15	36	38	----	31.5	26.5	22.4	----	30.3	25.3	19.8
21.			82.							3	12	3		1	5	4		----	----	----		----	----	----
21.	93.	93.	27.		0.0	0.0	0.2	0.0	25	47	34	6	3	12	17	8	----	28.8	26.6	20.7	----	28.2	24.7	20.2
28.	ALL	73.	13.		10.3	13.8	----	12.0	8	10	5	2	3	1	3	4	----	----	----	----	----	----	----	----
26.	ALL	88.			5.5	8.5	10.4		18	17	11		2	7	4		----	30.0	----		----	27.1	----	
21.	96.	91.	40.	6.	3.8	4.4	4.6	4.8	22	18	12	11	1	4	8	5	----	----	22.4	----	----	----	21.8	----
21.	96.	96.	68.		5.2	5.0	4.7	5.3	18	20	17	5	6	8	11	11	34.6	31.2	27.8	----	35.1	29.6	25.3	----
19.	96.	88.	23.	7.	2.8	2.9	3.8	4.0	319	178	134	16	18	31	48	29	42.6	33.2	28.6	21.9	37.5	31.4	24.9	20.0
19.	ALL	88.	32.	15.	5.1	8.9	5.2	6.8	90	94	55	8	10	28	42	12	41.9	33.7	28.4	23.4	40.5	30.8	26.6	23.2
23.	95.	86.	56.	31.					27	22	26	12	12	6	19	24	32.2	28.2	26.0	22.2	31.6	28.2	25.5	21.0
21.	95.	61.	24.	8.	4.8	3.6	5.6	7.0	60	52	54	8	3	23	29	29	----	31.6	25.0	22.1	----	31.4	25.6	19.5
32.	62.	21.			12.4	9.7	11.5	10.0	24	21	13	5	2	13	8	4	----	25.9	23.8	----	----	26.3	23.1	----
20.	89.	66.	15.						32	48	15	2	4	13	11	5	----	27.3	22.1	----	----	26.7	21.6	----
24.																								
22.	ALL	90.							182	26	37		3	4	2		----	----	----		----	----	----	
24.	93.	68.	6.						25	16	9	3	5	6	7	5	----	28.9	23.9	----	----	26.1	23.1	----
22.	95.	68.	8.						72	28	25		16	9	13	7	49.2	37.5	29.8		47.0	36.9	30.1	----
23.	91.	54.	7.						88	47	52	1	18	20	34	3	48.4	36.7	30.5	----	47.1	37.0	30.4	----
22.	93.	52.	15.						510	160	48	3	42	38	23	2	48.7	38.1	31.0	----	46.4	37.5	29.6	----
21.	92.	62.	4.						396	81	34	4	79	44	34	2	49.3	38.1	30.6	----	47.4	36.1	30.8	----
22.	93.	56.	11.						129	35	7		45	17	12	1	49.5	38.0	30.8		47.7	36.3	30.4	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
CALIFORNIA(CONTD)																				
Cal.St.Univ-Fresno	33	IIA	1*	1	1	1*	49.4	37.3	29.9	27.2	44.4	1	1	1	1*	59.6	46.2	37.4	34.0	54.0
Cal.St.Univ-Fullerton	33	IIA	1*	1*	1		49.2	38.3	30.3	----	44.1	1	1*	1		59.4	47.4	37.9	----	53.7
Cal.St.Univ-Hayward	33	IIA	1*	1	1	1	49.1	38.0	30.5	27.1	44.3	1	1	1	1	59.3	47.0	38.1	33.9	53.9
Humboldt State University	33	IIA	1	1	1		48.5	37.6	30.3	----	43.6	1	1	1		58.5	46.5	37.8	----	53.0
Cal.St.Univ-Long Beach	33	IIA	1*	1*	1	1	49.4	38.5	30.9	27.0	43.4	1	1*	1	1	59.4	47.5	38.6	33.5	52.7
Cal.St.Univ-Los Angeles	33	IIA	1	1*	1		48.9	38.2	31.1	----	43.8	1	1	1		58.7	47.1	38.8	----	53.1
Cal.St.Univ-Northridge	33	IIA	1*	1	1	1	49.2	37.6	30.5	26.9	44.3	1	1	1	1	59.2	46.5	38.1	33.4	53.7
Cal.Poly.St.Univ-Pomona	33	IIA	1*	1	1		49.5	37.6	30.8	----	44.6	1	1	1		59.7	46.5	38.5	----	54.2
Cal.St.Univ-Sacramento	33	IIA	1	1	1		48.9	37.5	30.1	----	45.6	1	1	1		59.0	46.3	37.7	----	55.3
San Diego State University	33	IIA	1	1*	1*	1	49.0	38.3	31.3	26.5	43.3	1	1	1*	1	59.1	47.3	39.1	33.2	52.7
San Francisco State Univ.	33	IIA	1	1	1	1	48.5	37.3	30.4	26.0	43.3	1	1	1	1	58.4	46.1	37.9	32.6	52.6
San Jose State University	33	IIA	1*	1	1	1	49.4	37.7	31.0	26.8	43.4	1	1	1	1	59.4	46.6	38.8	33.6	52.7
Sonoma State University	33	IIA	1	1	1		49.0	37.4	29.8	----	45.5	1	1	1		59.0	46.4	37.4	----	55.1
Cal.St.Univ-Stanislaus	33	IIA	1	1	1		49.0	37.7	30.4	----	44.0	1	1	1		59.2	46.8	38.1	----	53.6
Chapman College		IIA	4	3	2		36.9	32.1	28.0	----	32.2	3	3	2		45.7	39.9	34.1	----	39.5
Christ College, Irvine		IIB	2	2	3		35.8	29.5	23.5	----	27.8	2	2	2		47.1	38.1	30.5	----	36.3
Claremont McKenna College		IIB	1*	1*	1*		48.8	35.9	29.0	----	41.2	1*	1*	1*		60.9	45.7	35.7	----	51.6
Cogswell Polytech. College		IIB					----	----	----		25.5					----	----	----		28.8
College of Notre Dame		IIA	5	5	5		30.0	23.1	21.0	----	24.7	5	5	5		36.2	27.1	24.2	----	29.2
Fresno Pacific College		IIB									23.3									28.4
Golden Gate University		I	3	1	1		48.4	40.1	33.9		41.3	4	2	1		56.1	47.7	40.5		48.5
Harvey Mudd College		IIB	1*	1*	1*		53.5	40.9	31.7	----	45.8	1*	1*	1*		65.9	51.7	39.3	----	56.6
Lincoln University		IIB					----		----		14.8					----		----		17.1
Loyola Marymount University	34	IIA	1*	1*	2	2	49.1	39.6	28.3	23.1	38.9	1	1*	2	2	58.8	47.8	34.9	28.8	47.1
Menlo College		IIB									32.8									40.4
Mennonite Brthrn. Bible Sem.		IIB		3			----	27.7	----		26.2		2			----	35.0	----		33.1
Mills College		IIA	1	2	2		44.5	33.8	28.4	----	34.8	2	3	3		54.4	39.8	33.7	----	41.5
Mount St.Mary's College		IIB	3	2	3	3	32.5	28.6	23.6	20.4	25.8	3	3	3	2	38.7	34.3	28.6	25.1	31.1
Naval Postgraduate School	8	I	3	3	3		46.9	36.2	30.4		40.5	4	4	4		52.3	40.4	33.9		45.1
Occidental College		IIB	1	1*	1*	1*	46.0	35.2	28.5	26.7	36.5	1*	1*	1*	1*	59.2	45.4	35.1	31.7	46.3
Fremont-Newark Com.Col.Dist.		III	1	1*	1*	1*	40.7	36.9	33.0	30.6	36.9	1	1	1*	1*	48.1	43.9	39.7	37.1	43.9
Pacific Oaks College		IIA									22.3									26.6
Pacific School of Religion		IIA	4				35.5	----	----		33.7	3				45.7	----	----		43.5
Pacific Union College		IIA	5	5	5	3	26.6	24.8	23.6	21.7	25.0	5	5	5	4	30.8	28.8	27.2	25.2	29.0
Palomar College	4	III		1*		1*		38.0		31.0	37.4		1		1*		44.5		36.9	43.9
Patten College		IIB					----	----	----		11.1					----	----	----		13.5
Pepperdine University		IIA	1	1	1*		46.2	37.8	32.2	----	40.5	1	1*	1*		58.3	47.4	39.7	----	50.9
Pitzer College		IIB	1		1		44.6	----	26.6		40.8	1		1		55.1	----	34.6		50.9
Point Loma Nazarene College		IIB	2	3	3		35.4	28.4	22.5	----	29.4	2	2	4		43.8	34.8	26.6	----	35.7
Pomona College		IIB	1*	1*	1*		52.4	37.6	29.7	----	42.0	1*	1*	1*		63.0	45.4	35.5	----	50.5
Saint Mary's Coll. of Calif.		IIA	2	3	3		42.0	32.9	26.6		33.5	2	3	4		52.1	40.3	31.3		41.0
Scripps College		IIB	1	1	2		44.1	31.8	25.1	----	34.2	1	1	1		55.2	39.8	32.2	----	43.0
Southern California College		IIB	3	2	1	2	33.7	31.1	25.9	21.6	28.0	3	2	2	2	39.4	36.8	30.4	25.5	32.9
Southwestern University		IIB	1*				52.3	----	----		48.5	1*				61.0	----	----		56.8
Stanford University	1	I	1*	1*	1*		67.2	46.8	36.7		58.0	1*	1*	1		77.8	54.3	41.7		66.9
Univ.of Calif.-San Francisco	7	I	1*	1*	1*		68.9	51.9	42.1		55.9	1*	1*	1*		81.4	62.6	51.4		66.9
Univ.of Calif.-Berkeley	7	I	1*	1	1*		64.0	42.0	36.2		54.6	1	1	1*		76.5	51.4	44.7		65.8
Univ.of Calif.-Davis	7	I	1	2	1		56.9	38.3	34.6		46.1	1	2	1		68.4	47.1	42.8		56.0
Univ.of Calif.-Univ.-Wide	7	IIA	1*	1*			57.9	41.6			52.2	1*	1*			69.6	50.8			63.0
Univ.of Calif.-Irvine	7	I	1	1	1*		59.4	41.0	36.3		46.4	1	1	1*		71.2	50.1	44.8		56.3
Univ.of Calif.-Los Angeles	7	I	1	1	1*		62.3	40.4	37.4		50.8	1	1	1*		74.6	49.5	46.1		61.5
Univ.of Calif.-Riverside	7	I	1	2	1		56.3	39.1	32.9		45.6	2	2	1		67.7	48.0	40.9		55.5
Univ.of Calif.-San Diego	7	I	1	1	1		60.4	41.6	34.4		50.5	1	1	1		72.4	50.8	42.6		61.0
Univ.of Calif.-Santa Barbara	7	I	1	1	1		58.6	40.5	34.7		48.0	1	1	1		70.4	49.6	43.0		58.2
Univ.of Calif.-Santa Cruz	7	I	2	2	1		55.7	38.7	34.2		45.6	2	2	1		67.0	47.1	42.3		55.3
University of La Verne	29	IIA	5	5	5		34.3	24.5	20.8	----	27.2	4	5	5		41.3	30.0	25.0	----	32.9
University of the Pacific		IIA	3	2	2	3	39.8	34.2	29.3	21.4	35.7	2	2	2	4	49.9	42.7	35.4	25.4	44.5
University of Redlands		IIA	2	3	2		40.5	31.8	28.9		36.3	2	3	2		51.6	40.3	34.8		45.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.	96.	34.	1.						431	65	39	7	77	57	48	15	49.6	37.3	30.0	27.0	48.5	37.3	29.8	27.3
22.	97.	53.	6.						349	139	46	1	84	39	36	2	49.2	38.5	30.2	----	48.9	37.5	30.5	----
22.	95.	54.	6.						259	60	21	2	59	37	32	8	49.3	38.2	31.6	----	48.2	37.7	29.8	----
22.	ALL	83.	15.						196	66	19	3	20	27	14	1	48.7	37.8	30.6	----	46.9	37.2	29.8	----
22.	95.	54.	8.						426	177	81	6	93	69	63	1	49.5	38.9	31.0	----	48.8	37.2	30.7	----
21.	97.	68.	13.						314	109	56	3	96	54	30	1	49.1	38.7	31.5	----	48.4	37.0	30.4	----
21.	97.	73.	7.						493	83	73	6	112	49	63	6	49.4	37.5	30.8	27.1	48.4	37.9	30.1	26.8
22.	98.	47.	3.						373	114	43	2	52	38	25	2	49.7	37.8	30.9	----	47.8	36.8	30.6	----
21.	98.	44.	2.						503	96	17	5	120	58	30		49.2	38.4	30.9	----	47.7	36.0	29.6	
22.	93.	70.	22.						576	225	76	7	92	97	79	14	49.3	38.5	31.8	26.9	47.4	37.6	30.7	26.3
21.	95.	54.	14.						434	103	52	15	99	61	45	16	48.7	37.8	30.0	25.6	47.4	36.4	30.7	26.4
21.	96.	47.	4.						418	164	52	10	77	78	57	6	49.6	38.3	31.1	26.9	48.5	36.4	31.0	26.7
21.	97.	76.	31.						144	31	9	1	37	20	4		49.2	38.2	----	----	48.2	36.2	----	
22.	94.	66.	4.						105	18	14		16	14	12	3	49.3	37.6	30.7		46.9	37.9	30.0	----
23.	96.	67.			4.4	5.3	6.7		17	24	26	1	7	12	6		37.4	32.5	28.1	----	35.7	31.4	27.6	
31.	ALL	ALL	22.						7	5	8	2		1	1	1	----	----	----	----		----	----	----
25.	97.	94.	11.		6.1	6.0	6.6	----	30	13	6	4	3	3	3		----	----	----	----	----	----	----	
13.					----	----	----		1	5	4						----	----	----					
18.	94.	10.			7.9	10.2	8.4	----	9	5	5	3	9	5	12		29.4	----	----	----	30.5	----	----	
22.																								
18.	67.	60.	13.						15	9	12		3	1	4		----	----	----		----	----	----	
24.	97.	89.	8.		7.5	10.9	12.4	----	36	9	9	2	1		4	1	----	----	----	----	----		----	----
15.					----		----		1		3		2				----		----		----			
21.	97.	56.	24.		5.8	7.0	8.3	----	79	62	62	5	17	24	26	1	49.9	39.8	29.1	----	45.0	38.9	26.3	----
23.																								
26.					----	----			2	6	2				1		----	----	----				----	
19.	ALL	89.			6.7	9.1	8.8	----	14	8	12		6	11	10	4	43.1	33.6	28.8		47.8	34.0	28.0	----
21.	ALL	82.	52.		4.5	4.7	4.6	4.6	5	3	3		8	8	24	11	----	----	----		----	----	----	----
12.	91.	67.	11.		0.1	0.0	2.7		91	73	26		2	2	1		----	----	----		----	----	----	
27.	ALL	97.			7.2	7.4	8.6	8.7	34	20	20	5	5	13	12	3	----	35.5	29.1	----	----	34.8	27.5	----
19.	ALL	ALL	ALL	57.	6.3	3.7	3.5	5.0	28	15	3	10	14	16	5	11	41.1	37.0	----	31.7	39.8	36.7	----	29.7
20.																								
29.	ALL				3.5	----	----		8		1		1	1	2		----		----		----	----	----	
16.	95.	40.							36	13	9		6	2	19	7	26.5	----	23.5		26.8	----	23.7	----
17.		ALL				2.4		2.3		131		10		67		7		38.6		31.4		36.6		30.4
21.					----	----	----		1		3			1	1		----		----			----	----	
26.	79.	40.	17.		6.5	7.4	6.8	----	83	66	17	3	6	19	7	1	46.3	38.3	33.1	----	44.1	35.9	30.0	----
25.	ALL				6.1	----	8.2		25	3	5		10		3		45.7	----	----		41.8		----	
22.	64.	6.			6.1	6.9	2.4	----	29	13	5	2	4	4	11	3	----	----	----	----	----	----	----	----
20.	95.	89.			10.5	13.0	16.2		53	28	16	1	3	9	16	1	----	38.0	30.7	----	----	36.5	28.6	----
22.	96.	64.	9.		6.6	7.6	8.6		20	29	15		4	13	8		----	33.1	25.9		----	32.5	27.8	
26.	ALL	ALL			10.6	10.5	9.1	----	14	7	9		5	6	7	1	----	31.0	24.7		----	32.8	25.6	----
18.	ALL	90.	28.		5.7	5.8	7.4	7.6	7	10	17	5	1		1	1	----	----	----	----	----		----	----
17.	88.				5.1	9.7	----		26	1	3		6	3	1		53.6	----	----		46.9	----	----	
15.	ALL	83.							494	103	115		18	24	41		67.6	46.9	37.2		57.7	46.3	35.1	
20.	95.	77.							84	30	40		19	23	30		70.9	56.5	43.9		60.2	45.8	39.8	
20.	97.	94.							861	196	124		71	54	59		64.7	42.6	36.8		54.9	39.9	35.0	
22.	96.	95.							467	131	144		36	33	54		57.1	38.9	35.4		53.6	36.1	32.5	
21.	ALL	ALL							9	5			2	1			----	----			----	----		
21.	98.	96.	91.						201	80	68		22	14	23		60.3	41.4	37.0		50.5	38.6	34.2	
21.	92.	91.							782	206	174		71	60	98		62.9	40.8	39.3		56.0	39.0	34.1	
22.	ALL	97.							149	61	51		15	9	18		56.6	39.2	33.3		52.4	38.3	31.7	
21.	97.	91.							319	78	58		25	21	30		61.2	41.5	34.8		49.5	41.7	33.5	
21.	98.	96.							375	87	62		31	22	24		59.0	40.9	35.5		54.0	38.7	32.8	
21.	95.	97.							161	36	43		16	28	18		56.0	39.2	34.6		52.5	38.0	33.2	
21.	91.	26.	10.						32	27	20	2					----	----	----	----				
24.	94.	53.			5.9	6.2	7.5	----	158	66	50	2	16	21	18	7	40.0	34.3	29.7	----	37.5	33.7	28.0	----
26.	95.	59.			6.5	6.3	6.6		48	23	9		12	4	9		41.2	----	30.6		37.9	----	27.2	

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
CALIFORNIA(CONTD)																				
University of San Diego		IIA	1	3	3		46.9	32.8	27.2	----	37.0	1	2	2		58.8	41.4	34.0	----	46.5
University of Santa Clara		IIA	1*	1*	1*		58.0	40.5	32.8		41.2	1*	1*	1*		69.2	50.1	40.3		50.3
Univ. of Southern California		I	1	1	1	1*	57.7	41.3	33.3	29.8	44.5	1	1	1	1*	70.9	52.5	42.4	37.1	55.7
Westmont College		IIB	3	3	2		33.7	28.0	24.5	----	28.3	2	3	2		41.8	33.4	29.2	----	34.2
Whittier College		IIA	4	4	4	1	35.1	30.1	25.1	25.5	29.4	4	3	4	1	44.5	38.1	30.5	30.2	36.7
Woodbury University		IIA									30.0									36.7
COLORADO																				
Adams State College		IIA	5	5	4	2	33.8	27.6	24.7	22.8	29.4	5	5	4	3	39.9	32.8	29.8	27.4	34.9
Colorado College		IIB	1*	1	1		46.5	34.3	26.9	----	37.6	1*	1	1		57.4	41.9	32.1	----	45.9
Colorado Mountain College	36	III	5	5			27.5	24.2	----	----	24.3	5	5			32.4	28.7	----	----	28.8
Colorado State University	1	I	5	4	4	4	41.4	32.8	28.6	21.2	35.9	5	5	4	4	49.2	39.0	33.9	25.2	42.6
Fort Lewis College	1	IIB	2	3	1		34.3	27.7	26.0	----	30.0	3	3	2		39.9	32.5	30.6	----	35.1
Iliff School of Tehology		IIA	2	1			41.5	36.9	----		39.5	2	2			51.8	44.1	----		48.5
Mesa College	1	IIB	3	3	3	2	33.1	27.9	23.3	20.5	27.7	3	3	3	2	39.3	33.3	28.1	24.6	33.1
Metropolitan State College		IIB	2	2	2	3	35.1	29.3	25.5	20.3	30.8	3	2	2	2	41.2	34.7	30.4	24.6	36.4
Nazarene Bible College		III					----	----	----		21.6					----	----	----		28.7
Regis College		IIB	3	3	4		32.6	27.6	21.7		26.6	3	3	4		41.2	33.8	26.7		32.8
Univ. of Colorado at Boulder		I	4	3	2	2	45.3	35.6	31.3	25.4	39.5	4	4	3	2	51.8	40.9	36.0	29.4	45.2
Univ. of Colorado-Colo.Sprgs		IIA	2	2	2		41.8	33.2	28.3	----	33.4	3	3	3		47.5	38.2	32.2	----	38.0
Univ. of Colorado at Denver		IIA	2	2	1	4	42.0	33.3	29.8	20.2	34.2	3	3	2	4	48.4	38.7	34.7	23.9	39.7
University Northern Colorado	4	IIA	3	4	4	2	39.5	29.4	25.0	23.3	32.0	4	5	5	3	45.6	34.0	29.3	27.0	37.0
University Southern Colorado		IIA	4	4	4	2	35.9	30.9	26.0	22.5	31.2	4	4	4	3	42.2	36.3	30.6	26.4	36.7
Western State Coll. of Colo.		IIA	5	5	5		33.2	26.0	22.3	----	28.6	5	5	5		39.2	31.1	26.8	----	33.9
CONNECTICUT																				
Albertus Magnus College		IIB	4	4	3		29.7	25.5	22.4	----	25.8	4	4	4		33.7	31.3	26.5	----	30.5
Asnuntuck Community College		III			2	2	----	----	27.1	22.4	27.7			2	2	----	----	34.3	28.8	35.1
Central Connecticut St.Univ.	27	IIA	1	1	1	1	45.1	36.9	31.0	25.8	37.6	1	1	1*	1	55.6	46.1	39.1	33.1	46.8
Connecticut College		IIA	2	2	4		42.5	34.0	25.9	----	34.4	2	2	4		52.6	42.6	31.3	----	42.4
Eastern Connecticut St.Univ.		IIB	1	1*	1		44.2	35.4	27.9		36.7	1	1	1		54.0	43.4	33.2		44.6
Fairfield University		IIA	2	1	1	2	43.6	35.6	30.3	23.2	35.6	2	2	1	3	53.9	44.3	37.4	25.7	44.0
Greater Hartford Comm. Coll.	27	III	2	2	1	2	37.0	32.1	28.3	22.8	31.0	2	2	1	2	46.0	40.2	35.7	29.3	38.9
Hartford College for Woman		III					----	----			28.0					----	----			33.2
Hartford Seminary		IIB									38.3									48.1
Housatonic Community College	27	III	2	2	1		35.5	31.6	29.8	----	32.7	3	2	1		44.2	39.6	37.5	----	40.9
Manchester Community College	27	III	2	2	1	2	37.4	32.3	27.9	22.7	32.1	2	2	1	2	46.3	40.4	35.2	29.1	40.3
Mattatuck Community College		III	2	2	1	1	35.8	32.1	28.4	23.9	31.8	3	2	2	2	42.9	39.9	34.0	29.2	38.4
Middlesex Community College	27	III	2	1	1	1	37.2	33.0	29.6	23.8	32.5	2	1	1	1	46.2	41.2	37.3	30.4	40.6
Mohegan Community College	27	III	2	2	2	2	36.9	31.1	27.3	22.5	31.2	2	2	1	2	45.9	39.1	34.6	28.9	39.2
Northwestern Conn.Comm.Coll.	27	III	2	1	3		36.7	33.0	26.1	----	30.9	2	1	2		45.6	41.3	33.2	----	38.8
Norwalk Community College		III	2	2	2	2	37.5	32.2	27.6	23.5	31.1	2	2	1	1	47.0	40.7	35.3	30.4	39.4
Quinebaug Valley Comm. Coll.	27	III					----	----	----	----	28.7					----	----	----	----	36.2
Sacred Heart University		IIB	2	2	2		37.0	29.2	24.3	----	28.8	2	2	2		46.0	37.2	30.8	----	36.3
Saint Joseph College		IIA	5	5	5	3	30.1	26.1	23.1	21.7	24.8	5	5	5	4	35.2	30.4	26.7	24.9	28.7
South Central Comm. College		III	5	2	1	2	29.5	31.4	29.1	23.0	28.7	4	3	1	3	37.1	36.4	35.7	27.2	35.0
Southern Conn. State Univ.		IIA	1	1	1	1	44.3	36.5	31.1	24.9	38.0	1	1	1	1	55.0	45.5	38.7	31.0	47.2
Trinity College		IIA	1	1	2		49.0	36.5	27.8	----	38.7	1*	1	3		61.6	46.2	33.5	----	48.3
Tunxis Community College		III	3	2	1	2	34.9	31.9	28.7	22.8	29.4	3	2	1	2	43.2	39.7	35.8	29.0	36.8
University of Bridgeport		IIA	1	1	1	2	45.9	36.8	30.3	23.4	38.2	1	1	1	2	57.1	47.2	37.4	28.2	48.0
University of Connecticut		I	2	1	1	1	53.8	39.4	33.4	28.8	45.0	2	1	1	1*	65.1	49.1	42.1	36.7	55.3
University of Hartford		IIA	3	3	3		39.8	32.3	26.6		30.9	2	2	2		52.2	41.7	34.4		40.1
Wesleyan University		IIA	1*	2	2		50.0	35.2	28.0	----	40.9	1*	1	2		64.3	45.4	35.1	----	52.4
Yale University		I	1*	2	3	1	63.6	38.3	30.2	28.1	47.9	1	2	3	1	76.7	45.9	35.9	32.3	57.5
DELAWARE																				
University of Delaware		I	2	3	4	4	50.3	35.6	28.5	21.5	36.8	2	2	3	3	63.3	45.9	36.8	28.5	47.0
DISTRICT OF COLUMBIA																				
American University		I	3	3	2	2	49.9	36.9	31.0	25.6	41.2	3	3	3	3	60.5	45.4	36.4	28.8	49.8
Catholic University		I	4	4	5		44.7	32.7	27.3	----	34.2	4	5	5		53.2	38.8	31.7	----	40.3
Corcoran School of Art		IIB		4	4		----	23.7	20.9		22.2		4	4		----	27.7	24.4		25.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
26.	87.	70.	4.		6.4	7.0	7.2	----	68	44	24	2	16	23	25	2	47.4	33.3	27.8	----	44.9	31.8	26.6	----
22.	94.	89.	6.						64	78	45		7	14	19		58.6	40.6	32.8		53.0	40.1	32.8	
25.	97.	87.	4.	8.	7.0	7.9	8.2	7.2	374	345	234	15	38	61	85	11	58.7	42.0	34.3	32.0	47.8	37.5	30.3	26.8
21.	ALL	50.			4.3	4.5	5.6	----	17	19	11	4	2	3	5	1	----	----	----	----	----	----	----	----
25.	95.	86.	35.		7.9	5.1	16.3	----	20	18	11	3	1	10	15	3	----	30.1	24.9	----	----	30.0	25.2	----
22.																								
19.	95.	67.	50.		4.5	4.4	4.0	----	33	15	8	7	4	3	8	2	----	----	25.1	----	----	----	24.4	----
22.	98.	71.	8.						59	24	21	1	3	10	16	2	----	34.3	26.4	----	----	34.2	27.6	----
19.					2.0	3.8	4.2	----	10	12	2	3		6	3		----	24.9	----	----		22.9	----	
19.	96.	81.	24.						433	223	141	7	18	37	52	6	41.6	33.1	29.0	19.6	36.9	31.3	27.4	23.1
17.	ALL	97.	46.		4.1	4.2	1.4	----	54	24	27	3	7	13	8	2	34.4	28.3	26.6	----	33.3	26.5	23.9	----
23.	91.	ALL			5.5	----	----		10	4	1		1	2			----	----	----		----	----		
19.	98.	92.	73.	14.	2.8	2.9	2.5	----	40	30	19	6	4	9	14	8	----	28.0	23.9	21.7	----	27.5	22.5	19.6
18.	99.	87.	52.	20.	3.3	3.9	4.5	----	122	70	51	5	26	27	18	5	35.2	29.7	25.8	----	34.4	28.4	24.6	----
33.					----	----	----		3	4	1		1		3		----	----	----		----		----	
23.	ALL	81.	11.		7.0	5.9	7.2		9	20	11		2	7	8		----	27.3	21.1		----	28.5	22.5	
15.	88.	68.	29.	7.					446	200	144	12	23	49	47	3	45.6	36.2	31.8	----	38.7	33.3	29.9	----
14.	97.	71.	5.		7.2	5.6	7.5	----	34	30	37	2	4	5	19	2	----	----	29.0	----	----	----	27.0	----
16.	86.	58.	4.		6.4	6.1	7.7	3.9	82	80	65	12	10	22	19	6	42.3	34.4	30.2	17.6	39.6	29.5	28.5	25.3
16.	98.	80.	24.	4.					120	70	37	11	14	20	43	14	39.7	29.6	25.5	26.0	37.3	28.6	24.5	21.3
17.	97.	84.	66.	17.	6.1	6.1	6.2	----	59	50	28	5	5	7	16	1	----	31.2	27.3	----	----	28.5	23.8	----
19.	98.	96.	89.		5.0	4.4	6.4	----	45	24	15	3	3	2	3	1	----	----	----	----	----	----	----	----
18.	ALL	56.	43.		8.0	8.0	8.0	----	2	3	5	1	6	6	2		----	----	----	----	----	----	----	
26.			33.						3	4	3	3	1		3	4	----	----	----	----	----		----	----
25.	98.	92.	60.	6.					116	96	76	12	20	34	37	5	45.3	37.1	31.2	----	44.0	36.2	30.5	----
23.	98.	84.	8.		7.8	8.0	9.2	----	27	27	23	1	20	10	15	3	43.0	33.7	26.1	----	41.7	34.9	25.7	----
22.	ALL	95.	27.		7.9	9.3	11.5	----	41	31	24		9	9	13		44.1	35.3	28.0		45.0	35.5	27.6	
23.	ALL	79.	62.	29.	6.5	8.7	2.5		43	48	39	4	8	15	22	3	44.2	36.0	30.7	----	40.1	34.5	29.8	----
26.	ALL	86.	86.						17	4	3	6	4	3	4	8	----	----	----	22.7	----	----	----	22.9
19.					----	----			3	1			1	1			----	----			----	----		
25.																								
25.	ALL	ALL	ALL						21	5	7	3	6	2	2	1	35.9	----	----	----	33.9	----	----	----
26.	98.	90.	53.	5.					37	10	10	6	9	10	5	14	38.0	34.1	----	22.4	35.0	30.6	----	22.8
21.	ALL	94.	77.						20	11	7	2	10	6	6	6	36.3	32.9	30.4	----	34.9	30.8	26.1	----
25.	ALL	ALL	55.	17.					13	10	5	4	3	6	6	2	----	33.8	----	----	----	31.6	----	----
25.	ALL	ALL	43.						11	3	4	1	3	6	3	5	----	----	----	----	----	----	----	----
26.	ALL	ALL	43.						8	7	4	1	2	1	3	4	----	----	----	----	----	----	----	----
27.	ALL	87.	36.		9.4	10.0	9.4	8.5	8	7	4	5	11	8	7	8	39.3	33.1	----	----	36.1	31.5	----	----
26.									4	1	3	1	1	2		3	----	----	----	----	----	----		----
26.	81.	59.			5.8	8.3	7.1		14	27	21		7	14	15	3	36.7	29.8	24.6		37.4	28.0	24.0	----
16.	ALL	82.	17.		7.3	8.6	10.0	----	5	6	10	2	4	11	19	5	----	25.0	23.7	----	----	26.7	22.8	----
22.	ALL	86.	ALL		8.4	9.9	12.5	----	8	6	4	3	7	1	2	3	24.6	----	----	----	35.0	----	----	----
24.	99.	90.	64.	33.	7.7	9.2	8.2	9.1	129	75	59	4	36	51	48	5	44.6	36.8	31.2	----	43.2	36.1	31.0	----
25.	95.	97.			7.1	7.9	11.8		54	23	21		1	11	15	2	----	37.1	28.0		----	35.2	27.5	----
25.	ALL	67.	14.		7.0	13.2	10.3	8.5	8	3	4	5	6	3	3	7	35.5	----	----	----	34.1	----	----	----
25.	95.	80.	27.	7.	3.7	4.0	4.4	5.0	80	71	26	8	15	20	22	7	45.9	38.0	31.0	22.7	46.0	32.5	29.5	24.3
23.	98.	84.	28.	8.	7.7	8.6	9.3	9.3	501	254	125	8	54	80	71	5	54.3	40.2	34.1	----	48.8	36.7	32.2	----
30.	89.	81.	13.		5.4	5.6	7.5		55	94	61		1	10	31		----	32.5	27.0		----	30.3	25.8	
28.	96.	98.			9.7	9.6	10.0	----	113	37	34	1	15	11	29		50.7	35.6	27.9	----	44.6	33.7	28.0	
20.	99.	23.			7.3	9.8	8.5	9.5	365	93	136	7	21	31	75	9	63.8	38.7	30.8	27.5	59.2	37.2	28.9	28.5
28.	99.	95.			6.1	6.4	7.8	10.6	238	235	133	13	17	69	92	27	50.7	35.9	29.8	23.4	44.8	34.3	26.5	20.6
21.	97.	84.	7.		9.5	8.7	7.1	7.7	145	81	55	8	33	26	34	4	50.2	37.4	32.4	----	48.8	35.7	28.9	----
18.	91.	83.	12.		8.8	8.8	8.0	----	87	79	63		7	24	51	5	45.2	32.9	28.0		38.5	31.9	26.5	----
17.					----	----	8.8		2	8	10				8		----	----	20.9				21.0	

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
DISTRICT OF COLUMBIA(CONTD)																				
Gallaudet College		IIA	2	1	2	3	44.2	36.1	28.6	21.5	32.4	2	2	3	3	50.8	41.9	33.7	26.4	38.0
George Washington University		I	2	2	3	4	52.6	37.9	29.9	21.6	43.2	2	2	3	4	62.9	46.3	36.9	27.0	52.2
Georgetown University		I	1	1	3	2	60.9	41.7	29.6	25.5	43.2	1	1	3	2	74.6	52.2	36.8	31.3	53.4
Howard University		I	4	4	5	3	44.2	33.2	27.5	23.4	33.3	4	4	5	3	52.3	39.8	33.2	28.4	39.9
Mount Vernon College	4	IIB		1	2		----	31.5	24.7	----	27.3		2	2		----	36.9	29.7	----	32.4
Trinity College		IIB	3	4	5		31.9	23.7	20.1	----	24.8	4	5	5		36.4	26.9	22.5	----	28.0
FLORIDA																				
Barry University		IIA	4	4	4	4	35.3	29.8	25.2	20.5	28.6	4	4	5	4	41.3	35.8	29.1	24.0	33.6
Bethune-Cookman College		IIB	5	5	5	5	24.1	21.3	19.4	16.6	19.5	5	5	5	5	28.1	24.2	21.8	18.6	22.1
Eckerd College		IIB	2	2	2		36.4	29.3	24.5		30.6	2	2	2		45.8	35.9	30.4		38.2
Embry-Riddle Aero University	37	IIB	2	3	3	5	35.4	27.7	22.6	11.5	23.0	2	3	4	5	41.8	32.8	26.6	13.7	27.2
Florida A & M University		IIA	3	3	2	2	40.3	32.1	28.6	24.1	32.0	3	3	2	2	49.5	39.9	35.6	30.0	39.7
Florida Atlantic University		IIA	2	3	2	3	42.0	32.3	28.7	22.4	34.9	2	3	2	2	51.5	40.1	35.8	27.7	43.1
Florida Internat'l Univ.	1	IIA	2	2	1	3	43.2	33.7	29.7	21.2	32.9	2	2	2	3	53.1	41.5	36.0	26.2	40.4
Florida Southern College		IIB	3	4	3		30.7	25.5	22.5	----	26.8	3	4	4		37.9	30.8	26.7	----	29.8
Florida State University		I	4	5	4	4	44.2	32.0	28.0	21.6	36.6	4	4	4	4	54.1	39.7	34.9	27.0	45.1
Indian River Community Coll.	38	III	2	2	1	1	36.5	32.5	27.9	26.3	28.1	2	2	1	1	44.9	40.1	34.6	32.6	34.9
Jacksonville University		IIB	4	5	4		29.3	22.6	20.7	----	25.0	4	5	5		35.5	26.9	23.9	----	29.9
Miami-Dade Community College		III	4	4	4	4	32.4	27.5	23.0	18.8	28.1	3	4	4	4	40.3	34.5	29.1	24.1	35.2
Rollins College		IIB	1	1	2		41.4	31.8	25.6	----	33.6	1	2	2		49.1	37.3	29.0	----	39.3
St.John Vianney College Sem.		IIB					----		----	----	20.5					----		----	----	24.9
Stetson University		IIA	2	3	2	5	42.8	31.8	28.4	18.1	34.2	2	3	2	5	53.5	39.3	35.9	22.0	42.6
University Central Florida	1	IIA	2	2	2	4	41.6	33.4	28.5	19.9	33.1	2	2	2	4	51.3	41.6	35.6	25.4	41.2
University of Florida		I	2	2	1	3	50.8	38.7	32.9	23.0	39.9	2	2	1	3	62.1	48.0	41.1	29.2	49.3
University of Miami	41	I	3	3	4	2	48.8	36.0	29.0	24.3	38.6	3	3	4	3	60.1	44.2	34.3	28.4	47.1
University of North Florida		IIA	3	3	2		39.8	32.1	27.9	----	32.6	2	3	2		49.7	40.4	35.1	----	40.8
University of South Florida	40	I	4	4	4	3	44.5	32.7	28.3	23.4	35.4	4	4	4	3	54.4	40.5	35.2	29.1	43.6
University of West Florida		IIA	2	3	3	4	40.5	32.4	27.0	21.0	32.2	3	3	3	3	49.0	40.4	33.8	26.7	39.8
GEORGIA																				
Agnes Scott College		IIB	1	2	2		38.5	31.1	25.2	----	31.3	2	2	2		46.2	37.5	30.6	----	37.7
Albany Junior College	2	III	4	4	2		31.8	28.4	26.3	----	27.7	4	3	2		39.9	35.6	32.9	----	34.7
Armstrong State College	2	IIA	3	3	3	4	40.0	31.9	26.6	20.1	30.1	2	3	3	4	49.7	39.9	33.5	25.6	37.8
Atlanta Christian College		IIB	5				24.5	----			23.3	5				29.4	----			28.1
Atlanta Junior College	2	III		3	3		----	29.2	26.0	----	27.9		3	2		----	36.5	32.5	----	35.0
Augusta College		IIA	3	3	3	3	40.3	31.3	26.4	21.2	30.9	3	3	3	3	49.3	38.5	32.8	26.2	38.1
Berry College	3	IIB	2	2	2		38.1	29.9	24.5	----	29.4	2	2	2		46.9	37.1	30.5	----	36.4
Brunswick Junior College	2	III		2	3	2	----	32.6	25.6	22.5	27.0		1	2	2	----	41.0	32.5	28.9	34.3
Columbus College	2	IIA	4	3	3	3	36.9	31.6	26.3	21.7	32.0	3	3	3	3	45.8	39.6	32.8	27.0	39.9
Covenant College		IIB	3	3	4		31.1	26.6	21.4		27.2	3	3	4		39.6	31.7	26.1		33.8
Emanuel County Junior Coll.	1	III		3	2			29.4	26.6	----	26.6		3	2			37.2	34.0	----	33.8
Floyd Junior College	2	III	2	4	3	4	36.6	27.4	24.7	20.1	27.8	2	4	3	4	45.8	34.3	31.0	25.5	34.9
Georgia Institute of Tech.	2	I	2	2	1	2	51.5	39.0	35.5	24.1	42.4	2	1	1*	2	63.3	48.6	44.3	29.4	52.5
Georgia Southern College	2	IIA	3	3	4	4	39.5	32.9	25.5	20.7	29.8	3	2	3	3	49.5	41.6	32.7	26.8	37.8
Georgia Southwestern College	1	IIA	3	3	2	2	38.4	32.6	27.5	22.7	31.6	3	2	2	2	48.2	41.2	35.0	29.4	40.0
Georgia State University		I	3	3	3	3	49.7	36.8	30.0	22.4	39.2	3	3	3	3	60.3	45.3	37.1	28.0	48.0
Kennesaw College	2	IIB	1	1	1*	1	41.9	34.8	28.7	22.4	31.9	1	1	1*	1	52.4	43.1	35.6	27.4	39.5
Macon Junior College	2	III	3	3	3	3	35.1	30.0	25.3	20.9	26.7	2	3	3	3	44.8	38.1	32.3	27.0	34.1
Mercer University-Entire	42	IIA	3	4	4	3	38.7	29.6	25.2	21.7	30.0	3	4	4	3	46.8	36.0	30.5	26.6	36.3
North Georgia College	2	IIA	4	4	2	3	37.5	30.0	28.4	21.7	29.8	3	4	2	2	46.8	37.8	35.8	27.8	37.3
Oglethorpe University		IIB	2	3	3		35.2	26.7	23.7		30.0	2	3	3		41.3	31.7	27.2		35.1
Paine College	1	IIB	5	5	5	5	25.5	20.6	18.9	16.5	19.3	5	5	5	5	28.7	23.3	21.2	18.5	21.8
Southern Technical Institute	1	IIA	4	3	2		35.9	32.3	28.3	----	31.1	4	2	2		45.1	40.7	35.9	----	39.3
Thomas College		III					----	----	----	----	18.5					----	----	----	----	21.1
University of Georgia		I	2	3	4	4	50.7	35.3	28.8	20.8	38.4	2	2	2	4	64.1	45.9	37.5	27.0	49.3
Valdosta State College	4	IIA	3	3	2	4	38.9	32.2	27.7	21.1	30.9	3	3	2	3	48.6	40.6	34.9	26.7	38.8
Waycross Junior College	2	III			2		----	----	27.4		28.2			2		----	----	34.3		35.3
Wesleyan College		IIB	4	4	4		29.3	25.0	22.2	----	24.9	4	4	4		35.3	30.5	25.7	----	29.7
West Georgia College		IIA	3	3	3	4	39.2	31.4	27.2	20.2	31.9	3	3	2	4	48.8	39.2	34.2	25.4	39.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
17.	ALL	77.	46.	2.	6.0	6.5	7.7	9.0	35	38	20	11	13	22	36	34	45.1	36.9	28.8	23.2	41.8	34.7	28.5	20.9
21.	96.	67.	15.		5.7	6.4	6.9	6.5	254	125	53	7	26	43	32	22	52.9	38.3	30.9	24.3	49.3	36.8	28.2	20.7
24.	83.	85.	21.	3.	6.8	6.2	6.6	5.9	149	124	95	8	13	39	54	26	61.6	41.5	30.0	27.6	53.2	42.1	28.9	24.9
20.	95.	87.	17.		4.3	4.7	5.5	8.3	205	188	117	24	35	101	93	55	44.4	33.7	28.2	24.0	42.8	32.1	26.6	23.1
19.		86.	29.		----	7.0	7.0	----		3	6	2	2	4	8			----	25.2	----	----	----	24.4	
13.	93.	67.			5.0	5.0	5.0	----	3	5	2	1	11	10	9	4	----	----	----	----	----	----	----	----
18.					8.7	8.1	5.9	3.4	11	22	21	2	13	23	24	6	35.2	30.5	25.9	----	35.3	29.1	24.6	----
13.	35.	15.	7.		3.3	3.0	3.3	2.3	12	13	29	19	5	7	17	19	----	22.0	19.8	16.7	----	19.8	18.8	16.6
25.	94.	89.	11.		4.9	5.1	5.8		30	12	17		3	6	10		----	30.1	25.0		----	27.9	23.5	
18.	87.	53.	27.	2.	6.0	6.0	6.0	6.0	26	62	72	51	4	6	14	7	----	28.0	22.9	11.9	----	24.9	20.8	8.8
24.	91.	71.	27.		6.6	8.0	9.1	11.0	52	57	58	11	13	22	44	13	40.6	32.6	29.6	26.3	38.9	30.6	27.2	22.2
23.	96.	80.	17.		6.7	7.1	8.1	8.7	131	83	54	10	9	23	35	4	42.4	32.8	30.2	----	37.0	30.6	26.4	----
23.	94.	81.	5.		6.2	7.8	8.1	7.3	104	151	110	21	14	44	69	42	43.6	33.9	31.2	22.1	39.9	32.7	27.2	20.7
20.	50.	12.							17	28	22	2	1	5	19	3	----	----	23.1	----	----	----	21.8	----
23.	93.	86.	2.		6.9	8.1	9.6	6.6	407	224	126	10	48	92	63	14	44.7	32.9	29.0	19.1	39.7	30.0	26.0	23.3
24.	ALL	94.	71.	69.					6	14	21	7	2	3	24	9	----	----	27.5	25.4	----	----	28.2	26.9
19.	98.	77.	15.		3.9	3.4	3.7	----	32	21	18	1	10	5	8		29.3	----	20.4	----	29.5	----	21.5	
25.	ALL	98.	67.	13.	7.6	9.1	10.6	10.9	204	168	53	18	66	132	47	35	32.7	28.1	23.3	18.9	31.4	26.8	22.7	18.7
17.	84.	74.	10.		5.7	6.0	5.5	----	46	42	20	2	4	23	9	2	----	32.7	26.1	----	----	30.3	24.4	----
21.					----		----	----	1		2	1			1	1	----		----	----			----	----
25.	98.	86.	17.		5.7	5.5	6.6	8.9	54	25	26	6	7	10	10	8	43.4	32.1	30.9	18.2	38.7	31.0	22.0	18.0
24.	98.	85.	25.		6.5	7.0	7.3	7.5	128	134	111	12	8	23	46	21	41.9	33.7	29.0	20.0	36.8	31.5	27.0	19.9
23.	93.	82.	8.	1.	6.6	7.3	7.7	9.3	873	600	428	33	59	128	142	54	51.5	39.3	34.3	25.2	41.2	36.3	28.7	21.6
22.	96.	76.	5.		6.0	6.1	6.3	----	245	158	102	5	22	35	42	10	49.1	36.5	29.7	----	45.4	34.0	27.1	----
25.	98.	68.	15.		6.9	6.7	7.3		41	44	38	1	7	19	22	3	40.1	32.7	28.5	----	38.4	30.7	26.9	----
23.	95.	83.	11.		7.4	9.5	9.8	6.7	317	261	120	22	32	87	60	32	44.9	33.2	29.3	24.0	40.7	30.9	26.3	23.0
24.	ALL	89.	31.		6.4	6.6	7.2	7.6	60	80	27	11	5	17	22	9	----	32.8	28.1	21.4	----	30.7	25.6	20.6
21.	90.	95.	5.		16.9	13.8	15.9	----	9	11	8		11	10	11	2	39.4	31.1	24.3		37.8	31.2	25.8	----
25.	ALL	86.	46.		5.5	5.8	6.8	----	7	11	12		2	11	16	2	----	28.7	27.0		----	28.0	25.7	----
25.	97.	81.	41.		6.3	2.8	5.0	10.2	35	14	23	9	3	7	40	10	----	31.2	28.3	20.6	----	33.4	25.7	19.6
20.					5.0	----			6	1				1			----	----				----		
25.		ALL	88.		----	5.5	5.6	----	1	15	8	1		15	8	2	----	29.7	25.8	----		28.7	26.2	----
23.	95.	91.	35.		5.6	5.3	7.1	5.8	31	29	26	7	6	16	23	8	40.9	32.1	26.2	21.4	37.6	29.8	26.7	21.1
24.	86.	79.	18.		7.8	5.6	6.2	----	20	16	25		1	3	8	3	----	----	24.7		----	----	24.1	----
27.		80.	41.		----	5.6	4.9	6.3	1	7	9	5	2	3	8	6	----	----	25.7	----	----	----	25.5	----
25.	93.	85.	29.		5.2	5.5	6.7	5.1	53	49	15	2	15	18	16	10	37.5	31.7	25.6	----	34.6	31.4	27.0	----
24.	64.	10.			6.1	7.8	10.4		14	10	8						----	----	----					
27.		ALL	71.			7.7	8.0	----		5	6	4		1	1			----	----	----		----	----	
25.	ALL	ALL	46.		7.7	6.5	5.9	----	9	6	6	1	3	6	7	7	----	27.3	25.6	----	----	27.6	23.9	----
24.	87.	76.	11.		5.5	7.2	7.9	12.0	212	172	115	12	4	15	18	5	----	39.4	36.1	----	----	34.4	31.4	----
27.	95.	79.	39.		6.7	9.8	11.1	9.7	73	76	78	11	4	18	64	37	----	33.1	26.5	21.3	----	32.3	24.2	20.5
27.	94.	94.	50.		5.7	6.1	6.0	6.9	27	21	24	7	5	10	14	3	----	33.2	28.4	----	----	31.2	26.1	----
23.	97.	89.	19.		5.6	6.0	6.7	4.3	238	185	101	11	31	67	76	24	50.0	37.6	31.1	23.1	47.7	34.4	28.4	22.0
24.	68.	67.	26.		4.5	6.4	8.7	8.3	20	43	35	9	5	27	51	10	----	34.9	29.0	23.4	----	34.7	28.5	21.4
28.	ALL	91.	41.		5.5	5.5	5.5	5.5	6	16	12	8	4	7	20	12	----	30.6	25.4	21.0	----	28.6	25.3	20.8
21.	94.	61.	19.		6.4	7.7	8.0	7.1	57	55	52	5	8	19	31	13	39.3	30.1	25.7	----	34.0	28.0	24.5	----
25.	97.	ALL	76.	ALL					30	18	23	3	6	9	22	5	38.4	30.0	29.3	----	32.9	30.2	27.5	----
17.	95.	60.	13.		3.0	4.1	----		15	8	6		5	2	2		----	----	----		----	----	----	
12.	83.	36.	40.						5	9	18	5	1	2	7	9	----	----	19.6	----	----	----	17.3	----
26.	ALL	69.	7.		6.9	6.6	6.8	----	28	31	46	3	2	5	12	1	----	----	28.6	----	----	----	27.2	----
14.					----	----	----	----	3		3	1	1	2		1	----		----	----	----	----		----
28.	95.	91.	10.		5.3	5.6	6.2	6.1	473	361	238	27	23	68	130	41	50.9	35.7	29.7	21.7	45.7	33.5	27.2	20.2
26.	92.	69.	29.		5.6	5.3	7.3	8.4	50	41	72	11	13	8	40	10	39.5	32.5	28.8	20.8	36.5	31.0	25.7	21.4
25.			44.		----	----	5.2		1	3	4			2	5		----	----	----			----	----	
20.	89.	36.			7.8	7.4	8.0	----	5	8	6	1	4	3	5	4	----	----	----	----	----	----	----	----
25.	90.	90.	30.		5.7	6.1	6.4	6.6	69	57	43	12	11	16	20	10	39.5	31.6	27.2	20.3	37.3	30.7	27.0	20.0

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
HAWAII																				
Hawaii Loa College		IIB		5	4		----	22.4	20.3	----	21.9		5	5		----	26.5	23.7	----	26.0
Univ. of Hawaii at Manoa	9	I	3	3	4	3	46.8	35.8	29.2	22.4	37.8	4	3	4	4	55.4	43.0	35.2	27.3	45.2
Univ. of Hawaii at Hilo	9	IIB	1	1	2		38.9	31.8	25.6	----	30.4	2	2	2		46.6	38.3	31.1	----	36.6
Univ. of Hawaii-West Oahu		IIB		2			----	29.2			30.8		2			----	35.3			37.2
IDAHO																				
Boise State University		IIA	5	4	4	4	33.0	28.8	24.9	21.0	29.5	5	4	4	4	39.9	34.9	30.3	25.6	35.8
College of Idaho		IIB	4	3	5		29.0	27.3	18.4	----	25.5	4	3	5		35.9	32.5	21.8	----	31.2
College of Southern Idaho		III	5	5	5	4	26.4	23.0	21.4	18.9	23.0	5	5	5	4	32.2	28.2	26.3	23.3	28.1
Idaho State University	43	IIA	5	5	5	2	33.6	28.0	24.2	22.9	26.8	5	5	5	2	40.7	34.0	29.4	27.9	32.5
Lewis-Clark State College		IIB	4	4	3		29.3	25.1	23.0		25.9	4	4	3		35.4	30.4	28.0		31.4
Northwest Nazarene College		IIB	4	5	4	4	27.5	22.4	20.5	17.9	23.6	4	5	4	4	33.4	27.3	25.4	21.8	28.8
University of Idaho		I	5	5	5		37.8	29.7	27.0	----	32.4	5	5	5		45.5	36.0	32.8	----	39.1
ILLINOIS																				
Aero-Space Institute		IIB								----	----								----	----
American Islamic College		III						----	----		----						----	----		----
Augustana College		IIB	1	1	1	1	40.4	32.6	26.0	22.7	31.8	1	1	1	1	49.8	40.1	31.8	27.7	39.1
Aurora University		IIB	4	3	2		29.4	27.3	24.5	----	26.6	4	3	3		35.2	32.1	28.1	----	31.2
Barat College		IIB	5		5	5	25.9	----	19.6	13.6	18.5	5		5	5	29.9	----	22.0	13.6	20.4
Blackburn University		IIB	5				25.6				25.6	5				31.1				31.1
Bradley University		IIA	3	4	3	4	39.2	31.1	27.4	20.2	32.1	4	4	4	5	44.9	35.8	31.2	22.8	36.8
Chicago Sch. of Prof. Psych.		IIB					----				----					----				----
Chicaco State University		IIA	5	5	5	3	33.9	28.3	24.5	21.5	28.2	5	5	5	4	38.2	32.0	27.8	24.5	31.9
Christ Seminary-Seminex		IIB	3				33.1	----			32.9	3				38.5	----			38.2
City Colleges of Chicago	44	III	1	1*	1*	1*	41.7	38.6	34.4	28.7	36.2	1	1*	1*	1*	48.7	45.0	40.6	34.3	42.6
College of DuPage		III	1	1	1	2	41.3	35.9	29.6	23.6	36.1	2	1	2	3	47.1	41.0	34.2	27.1	41.3
Concordia College	45	IIA	5	5	5		29.8	26.0	21.3	----	25.8	5	5	5		36.9	32.5	27.1	----	32.3
DePaul University		IIA	1	1	1	2	45.2	35.8	29.7	22.7	35.8	2	2	1	2	54.9	44.2	36.6	27.9	44.0
Eastern Illinois University		IIA	4	4	4	4	35.5	29.8	24.9	20.2	29.4	5	5	5	5	39.9	33.6	28.3	23.1	33.2
Elmhurst College		IIB	2	2	2	2	37.4	30.8	25.1	21.5	29.4	2	2	2	2	47.6	38.2	30.4	25.0	36.4
Eureka College		IIB		4	4		----	24.8	21.7	----	23.8		4	4		----	29.4	26.4	----	28.5
Garrett-Evangelical Theo.Sem		IIA	4	3			35.8	32.5	----	----	34.0	4	3			42.6	38.3	----	----	40.4
Governors State University		IIA									33.0									37.1
Greenville College		IIB	5	5	5		23.6	20.5	17.6		21.9	5	5	5		29.7	25.7	21.1		27.3
Illinois Benedictine College	46	IIA	4	5	4		34.8	28.5	25.7		29.9	4	5	5		41.4	33.5	29.1		35.1
Illinois Central College		III	2	3	2	2	35.6	30.2	26.8	23.6	31.5	3	4	3	3	40.9	35.1	31.3	27.7	36.5
Illinois College		IIB	2	2	4		34.3	29.4	21.4	----	28.0	3	2	4		39.8	34.9	24.2	----	32.5
Illinois Institute of Tech.		I	3	3	2	5	48.4	36.6	30.7	18.3	37.0	3	3	2	5	57.7	44.0	38.3	21.9	44.5
Illinois State University		IIA	3	3	3		40.2	32.4	27.0	----	31.9	4	4	4		45.1	36.6	30.7	----	36.1
Illinois Wesleyan University		IIB	2	2	2	1	38.0	29.5	24.8	24.1	29.5	1	2	2	1	47.9	37.1	30.5	27.8	36.7
Judson College		IIB	4	3	4		28.4	26.5	20.9	----	23.9	4	3	4		35.6	33.4	25.8	----	29.8
Knox College		IIB	2	2	3		36.4	28.8	22.4		30.9	2	2	4		45.6	37.0	25.9		38.5
Lake Forest College		IIB	1	1	1	1	42.1	34.5	26.1	24.3	33.2	1*	1*	1	1	57.0	45.5	31.8	29.0	43.1
Lewis and Clark Comm.College		III	3	3	2	2	33.9	29.4	26.3	23.4	28.6	4	4	4	3	37.7	32.8	29.5	26.4	32.0
Lewis University		IIA	5	5	5	3	30.5	26.3	22.4	21.7	26.0	5	5	5	4	36.1	30.9	26.3	25.2	30.6
Loyola Univ. of Chicago		I	3	2	3	1*	47.7	37.0	29.6	29.3	37.5	3	3	3	1	56.7	44.6	36.1	35.1	45.1
Lutheran School.Theol-Chicgo		IIA	4				35.6	----	----		33.8	3				46.2	----	----		44.2
McKendree College		IIB	3	3	2	1	31.8	27.2	24.9	23.4	26.8	3	3	2	1	38.1	32.3	29.6	27.6	31.9
MacMurray College		IIB	4	5	5		27.3	22.8	20.2	----	23.1	5	5	5		32.3	26.7	23.1	----	26.8
MacCormac College		IIB		5	5		----	20.9	19.0	----	20.2		5	5		----	22.4	20.4	----	21.6
Meadville Theol.Sch Lombard		IIB					----	----			----					----	----			----
Mennonite College of Nursing		IIB				2		----	----	21.7	22.9				2		----	----	25.4	26.4
Millikin University		IIB	2	2	2	3	38.1	29.0	24.7	19.5	28.2	2	2	2	3	45.8	35.3	29.1	23.5	33.9
Monmouth College		IIB	2	2	3		35.1	28.7	23.4	----	28.1	2	3	3		43.3	34.4	28.1	----	34.0
NAES College		IIB									19.1									20.9
Nat'l Coll. of Chiropractic		IIB	3	3	4	2	31.4	27.3	21.9	21.0	24.1	4	4	4	3	36.3	30.9	25.1	24.0	27.5
National College of Educ.	49	IIA									26.5									31.1
North Central College		IIB	2	2	2		37.1	30.4	25.6	----	29.2	2	2	2		44.2	36.0	29.6	----	34.2
North Park College		IIB	4	3	4	3	30.3	26.1	21.4	19.0	25.0	3	3	4	4	40.4	32.0	26.1	21.6	31.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.		31.	8.		----	1.3	2.7	----	3	8	7	1		5	6	2	----	----	21.5	----		----	19.0	----
20.	96.	83.	15.	18.	7.6	7.6	7.6	7.6	369	223	155	12	35	55	107	39	47.2	36.1	29.7	23.3	42.5	34.7	28.4	22.2
21.	96.	90.	12.		7.6	7.6	7.6	----	27	36	25			5	18	4	----	----	25.7			----	25.5	----
21.		83.			----	7.6	----		3	5			1	1			----	----			----	----		
21.	94.	69.	31.		0.7	0.8	2.1	----	114	82	34	4	12	31	24	6	33.1	29.6	25.7	----	32.3	26.7	23.7	----
22.	95.	67.			8.6	9.2	10.4	----	18	6	8	1	2		3		----	----	----	----	----		----	
22.					0.0	0.0	0.0	0.0	24	11	24	13	12	7	8	5	26.6	23.6	21.8	----	25.8	22.1	20.5	----
22.	ALL	81.	12.	61.	0.6	1.5	1.3	1.2	72	55	59	70	4	23	34	27	----	28.3	24.6	23.8	----	27.5	23.4	20.5
21.	95.	53.							18	7	12		1	8	6		----	25.5	23.3		----	24.7	22.3	
22.					3.8	5.0	----	4.5	27	13	6	5	3	2	4	7	----	----	----	----	----	----	----	----
21.	95.	81.	17.		1.1	0.4	1.2		146	87	81	1	12	20	21		37.8	30.0	27.0	----	38.0	28.5	27.0	
---												4								----				
---						----				1	1							----	----					
23.	94.	97.	19.		4.5	4.1	5.4	5.8	29	25	22	6	6	7	14	7	40.7	32.5	26.6	23.5	39.4	32.8	25.0	22.1
17.	17.				3.4	4.8	5.6	----	12	17	9	2		11	13		----	28.0	23.8	----		26.1	25.1	
10.	ALL		18.						2	1	5	1	4	3	6	6	----	----	----	----	----	----	----	----
21.	46.				8.0				26				9				25.6				25.9			
15.	93.	78.	28.	20.	2.6	3.9	3.6	4.2	75	77	49	3	5	12	23	7	----	31.4	29.1	----	----	29.2	23.8	----
---									3				2				----				----			
13.	98.	71.	23.						81	34	35	13	33	36	31	20	34.5	28.8	24.3	20.4	32.6	27.8	24.6	22.2
16.					3.1	----			12	3							----	----						
18.	ALL	99.	99.	84.	6.8	7.1	7.2	7.1	160	172	212	102	73	103	138	69	42.1	39.6	35.9	29.0	41.0	36.9	32.1	28.1
14.	ALL	ALL	79.		5.9	7.8	8.0	----	82	34	26	4	16	11	22	11	41.2	36.1	30.1	----	41.3	35.2	29.0	----
25.	97.	77.	13.		4.2	----	5.1	----	24	17	17	1	5	9	7		----	26.6	21.7	----	----	24.9	20.5	
23.	99.	83.	22.	3.	8.3	8.5	9.5	9.5	94	126	57	13	16	40	36	17	45.7	36.6	29.3	22.6	42.5	33.1	30.4	22.7
13.	98.	82.	32.		6.9	6.8	7.2	7.0	169	101	73	40	24	33	54	30	35.8	30.3	25.7	20.7	33.3	28.1	23.8	19.4
24.	ALL	96.	44.		4.3	5.1	4.4	----	24	19	21	3	2	6	22	4	----	31.1	25.5	----	----	29.8	24.6	----
20.		38.			----	8.0	7.7		3	10	11	1	2	3	5		----	----	----	----	----	----	----	
19.	87.	33.			5.3	5.5		----	13	3		1	2	3	1		----	----		----	----	----	----	
13.																								
25.	ALL	60.	86.		6.0	7.6	7.9		22	8	4		4	2	3		----	----	----		----	----	----	
17.	93.	47.			4.9	5.0	5.3		19	18	16		9	12	3		34.8	28.0	----		34.6	29.1	----	
16.	99.	99.	ALL	69.	5.8	6.3	6.6	6.9	72	47	12	7	19	24	13	9	36.0	30.5	27.8	23.3	34.0	29.7	26.0	23.9
16.	ALL	ALL			5.9	5.7	5.7	----	13	12	5	3	1	1	4	2	----	----	----	----	----	----	----	----
21.	96.	80.			4.7	6.9	10.1	20.2	74	83	48	13	2	12	11	3	----	36.9	32.0	----	----	34.4	25.3	----
13.	96.	83.	25.		6.7	6.6	6.2	----	231	160	147	1	39	51	65	2	40.4	32.5	27.5	----	39.1	32.2	26.0	----
24.	97.	89.	46.		6.0	6.9	7.9	8.1	29	28	16	7	1	10	23	5	----	30.2	25.9	----	----	27.3	24.0	----
25.	ALL	83.			11.6	12.3	12.4		6	5	7	1	1	1	4	1	----	----	----	----	----	----	----	----
24.	97.	89.			6.3	6.4	7.2	----	33	15	11		1	4	6		----	----	23.0		----	----	21.2	
30.	ALL	ALL			8.4	8.3	9.6	13.2	24	16	14	4	2	4	13	2	----	----	26.6	----	----	----	25.5	----
12.	ALL	ALL	ALL	63.	4.7	5.2	6.5	4.5	10	20	10	2	6	6	13	6	33.7	29.2	26.2	----	34.2	29.8	26.3	----
18.	97.	70.			8.5	8.8	9.3	8.2	23	21	12	6	6	6	11	7	30.6	26.1	22.3	23.7	30.0	27.3	22.4	20.1
20.	ALL	84.	31.	8.	6.5	7.0	7.6	7.1	139	147	102	13	19	71	61	13	48.2	37.5	30.4	33.1	43.7	36.0	28.5	25.5
31.	ALL				4.7	----	----		9	2	2				1		----	----	----				----	
19.	ALL	75.	20.		3.0	3.2	3.2	----	8	6	8	4	1	2	7	2	----	----	24.4	----	----	----	25.5	----
16.	ALL	90.	20.		0.0	0.0	0.0	----	13	8	6	3	2	2	9	1	----	----	20.0	----	----	----	20.3	----
7.									1	4	4	2	3	3	5	2	----	----	----	----	----	----	----	----
---					----	----			2	1							----	----						
15.						----	----	5.3						1	3	11						----	----	----
20.	91.	74.	22.		4.2	3.6	5.3	7.7	22	27	16	10		7	16	4	----	29.4	26.8	----		27.3	22.6	----
21.	ALL	82.	5.		12.6	7.4	8.5	----	16	9	17	2		2	4	1	----	----	----	----		----	----	----
10.																								
14.	63.	11.			3.7	----	4.1	11.1	7	7	12	12	1	2	5	5	----	----	----	----	----	----	----	----
17.																								
17.	93.	64.	9.		6.0	5.7	7.1	----	12	17	19	2	2	5	14	1	----	----	25.1	----	----	----	26.4	----
25.	ALL	82.	40.		5.6	6.0	7.9	6.3	13	12	2	2	2	5	13	5	----	----	----	----	----	----	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
ILLINOIS(CONTD)																				
Northeastern Illinois Univ.		IIA	4	4	4		35.1	29.6	25.5	----	30.3	5	5	5		39.5	33.4	28.9	----	34.1
Northern Illinois University		I	4	4	5	5	43.3	33.9	27.5	17.5	32.4	5	5	5	5	48.5	38.1	31.1	20.2	36.5
Northwestern University		I	1	2	1		56.7	38.4	34.4		46.8	1	2	1		68.4	46.8	40.3		56.3
Olivet Nazarene College		IIB	4	4	4	4	27.3	23.7	20.7	18.7	23.1	4	4	4	3	33.9	29.4	25.9	23.3	28.7
Parks Coll.of St.Louis Univ.		IIB	1	2	3	1	39.7	30.4	23.3	25.1	29.3	2	2	4	1	47.1	35.7	26.7	28.8	34.2
Principia College		IIB	2	2	2	4	35.3	29.5	24.3	18.5	27.7	2	2	2	4	42.8	36.2	29.9	22.1	33.8
Quincy College		IIB	4	4	5		27.2	24.9	20.2	----	23.8	5	4	5		31.4	29.0	23.0	----	27.6
Ray College of Design	50	IIB				1				22.8	22.8				2				24.5	24.5
Richland Community College		III	5	4	3		29.6	28.2	24.6	----	28.0	5	4	4		35.8	34.2	29.6	----	33.8
Rockford College		IIB	3	4	3		32.0	25.7	22.5	----	26.8	3	4	4		37.3	30.2	26.4	----	31.4
Roosevelt University		IIA	5	5	4		31.6	26.9	25.0	----	28.1	5	5	4		40.1	34.5	31.3	----	35.6
Rosary College		IIA		5	5		----	27.7	24.2	----	26.6		5	4		----	33.1	30.0	----	32.1
Saint Xavier College		IIB	3	2	3	2	33.8	28.6	23.2	21.6	26.7	3	3	3	2	39.0	34.0	28.7	25.7	31.9
Sangamon State University		IIA	3	2	2		38.6	33.3	28.2	----	33.3	4	4	3		43.3	37.5	31.9	----	37.5
Sauk Valley Community Coll.		III	4	4	4	3	31.5	28.3	23.7	21.3	26.9	4	4	4	4	36.6	33.0	28.3	25.7	31.6
School Art Inst. of Chicago		IIB	2	2	2		34.4	28.8	24.1		27.8	2	2	2		44.4	36.5	30.6		34.8
Seabury-Western Theol. Sem.		IIA	5				22.7	----		----	21.1	5				30.3	----		----	28.3
Southern Ill.Univ-Carbondale		I	4	4	4	3	43.3	33.3	28.2	23.4	33.1	5	5	5	4	48.4	37.5	31.9	27.1	37.3
Southern Ill.Univ-Edwardsvle		IIA	3	2	2	2	39.3	33.2	28.9	22.8	33.8	4	4	3	3	44.0	37.4	32.6	25.9	38.0
Spertus College of Judaica		IIB					----	----	----		----					----	----	----		----
Trinity Christian College		IIB	3		2		31.3	----	25.7	----	27.1	3		2		36.5	----	30.3	----	31.9
Trinity College		IIB		4	4		----	23.4	21.0	----	22.2		5	5		----	27.3	23.9	----	25.6
Trinity Evangelical Div.Sch.		IIA	4	4	2		36.8	30.6	28.4	----	32.0	4	4	3		42.1	34.6	32.7	----	36.5
University of Chicago		I	1	2	1	2	59.4	39.0	34.0	24.5	48.9	1	2	1	2	72.3	47.5	41.3	29.8	59.5
Univ. of Illinois-Urbana		I	2	2	1		54.0	38.0	33.1	----	44.8	3	4	2		60.4	42.8	37.4	----	50.3
Univ. of Illinois-Chicago		I	2	3	2	3	50.8	36.2	31.4	23.5	38.6	3	4	3	4	56.9	40.8	35.6	26.9	43.5
Univ.of St.Mary of the Lake		IIB	5			5	10.4		----	8.7	9.3	5			5	16.0		----	13.9	14.7
Western Illinois University		IIA	4	3	2	5	36.4	31.8	27.8	17.7	30.8	5	4	4	5	40.9	35.9	31.5	20.4	34.7
Wheaton College		IIA	4	3	3		37.4	31.5	27.0		32.8	3	3	3		46.6	38.2	32.3		40.2
INDIANA																				
Ball State University		I	5	5	5	5	39.4	32.0	25.6	17.5	31.0	5	4	5	5	48.1	39.4	31.6	21.5	38.1
Butler University	4	IIA	4	4	5	2	36.5	30.7	24.5	23.5	30.6	4	4	4	3	44.4	37.2	29.5	27.5	37.0
Calumet College		IIB	5		5		22.3	----	16.1	----	18.2	5		5		27.7	----	18.9	----	23.7
DePauw University		IIB	1	1	2		41.0	32.5	25.3		33.1	1	1	2		51.6	41.3	31.3		41.6
Earlham College		IIB	1	2	2		38.7	31.1	24.7		31.9	1	1	2		51.5	39.0	29.6		40.7
Fort Wayne Bible College		IIB		5	5		----	20.8	18.3		19.6		5	5		----	23.8	21.4		22.7
Franklin College of Indiana		IIB	5	4	4		26.5	24.2	21.5	----	23.9	5	4	4		31.7	29.2	25.8	----	28.7
Hanover College		IIB	1	2	3	2	39.7	29.0	24.0	21.8	30.2	1	2	3	2	48.7	35.2	27.7	24.7	36.2
Huntington College		IIB	4	4	5	5	29.3	24.5	20.0	17.2	22.6	4	4	4	4	35.3	30.5	24.4	21.0	27.6
Indiana State University	2	I	5	5	5	5	38.7	30.4	25.1	19.2	31.6	5	5	5	5	48.9	38.7	30.9	22.2	39.7
Indiana Univ.-Bloomington		I	3	4	4		48.7	34.5	29.2	----	39.7	3	3	3		60.7	43.7	37.1	----	49.8
Indiana Univ.-East		III		4	4		----	28.4	22.8		24.4		3	4		----	36.3	29.3		31.1
Indiana-Purdue U.-Fort Wayne		IIA	3	4	4	5	38.9	31.2	24.8	16.6	28.9	3	3	4	5	48.6	39.5	31.2	18.8	36.3
Indiana Univ.-Indianapolis		IIA	1	2	2		44.6	33.1	28.0	----	32.8	1	2	2		55.9	42.0	35.8	----	41.5
Indiana Univ. at Kokomo		IIB	2	2	2		34.5	30.3	25.4		28.7	2	1	1		43.8	38.6	32.5		36.5
Indiana Univ.-Northwest		IIA	2	3	4		42.1	32.2	26.0	----	30.7	2	2	3		53.0	41.0	33.3	----	39.0
Indiana Univ. at South Bend		IIA	4	3	5		37.7	32.0	24.2	----	31.5	3	2	4		47.8	40.7	31.0	----	40.0
Indiana Univ.-Southeast		IIB	2	2	2		38.0	29.1	25.0		30.3	1	2	1		48.0	37.1	32.1		38.5
Manchester College		IIB	3	3	4		30.8	26.3	22.3	----	26.6	3	4	4		37.7	31.3	26.2	----	32.0
Marion College		IIB	5	5	5		26.5	21.9	18.7	----	21.1	5	5	5		32.3	27.1	23.1	----	25.9
Oakland City College		IIB	5	5	5	5	20.2	18.8	18.0	16.3	18.4	5	5	5	5	23.4	21.7	21.0	18.7	21.3
Purdue Univ.-Main Campus		I	2	3	2	4	52.0	36.4	30.6	20.7	40.2	2	2	2	5	63.8	45.5	37.4	23.5	49.4
Purdue University-Calumet		IIA	2	3	3	4	41.1	32.6	27.0	20.4	31.7	2	2	3	5	51.4	40.9	33.5	23.1	39.5
Purdue University-No.Central		III	2	2	3		36.6	31.0	24.5	----	28.7	2	2	4		45.5	38.7	30.3	----	35.6
Rose-Hulman Inst. of Tech.		IIA	2	1	1		42.8	36.9	30.4		38.4	2	1	1		54.4	46.5	37.9		48.5
Saint Joseph's College		IIB	4	4	3		27.6	24.4	22.5	----	24.0	4	4	3		33.6	29.5	27.4	----	29.2
Saint Mary's College		IIB	1	1	2		41.5	33.0	25.4	----	29.8	1	1	1		51.1	41.7	32.0	----	37.4
Saint Meinrad College		IIB			1		----	----	25.9		26.6			2		----	----	30.6		31.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
13.	ALL	88.	41.		6.5	6.5	6.4	7.9	120	44	48		42	28	48	4	35.5	30.3	26.6		34.1	28.4	24.5	----
13.	96.	88.	22.		6.4	6.6	7.1	6.8	298	210	154	50	32	57	89	96	43.5	34.6	28.2	17.5	41.3	31.2	26.3	17.5
20.	99.	76.	3.		6.8	7.8	8.6		389	175	141		24	48	39		56.9	39.0	35.3		53.1	36.0	31.4	
24.	95.	83.	31.		7.2	8.8	7.3	----	20	15	13	3	1	9	16	5	----	24.1	20.8	----	----	23.1	20.6	----
17.	79.	45.	9.	1?.	5.0	5.0	5.0	5.0	14	20	21	6			1	2	----	----	----	----			----	----
22.	63.	43.	6.		4.9	4.8	8.2	----	14	10	10	9	5	4	7	3	----	----	24.8	----	----	----	23.6	----
16.	ALL	80.			0.2	0.8	----	----	11	21	10	2		4	3	1	----	----	----	----		----	----	----
7.			29.					2.2				4				13				----				----
21.	ALL	ALL	ALL		7.9	8.1	9.1		11	8	5	1	7	2	1	1	29.9	----	----	----	29.2	----	----	----
17.	75.	63.			0.0	0.3	0.6		22	18	11		2	6	10	1	----	26.7	23.9		----	22.8	20.9	----
27.	98.	66.	29.		2.4	2.6	2.5	----	46	36	23	2	12	11	12	3	32.4	27.9	26.1	----	28.4	23.4	23.0	----
21.		87.	47.		----	5.1	5.1	----	4	11	10	1	1	12	9	1	----	29.4	24.6	----	----	26.2	23.7	----
20.	ALL	70.	5.		5.4	5.5	5.8	6.3	10	24	12	2	7	26	25	13	33.1	29.8	23.9	----	34.7	27.5	22.9	----
13.	ALL	71.	59.		6.8	7.5	7.0		34	54	24	2	4	23	10		----	33.7	29.3	----	----	32.3	25.5	
18.	ALL	94.	83.	20.	7.3	7.7	7.6	----	13	15	5	6	2	3	7	4	----	----	----	----	----	----	----	----
25.	ALL	ALL			6.2	5.1	9.6		20	15	6		5	11	10		----	28.7	24.5		----	28.9	23.9	
34.	ALL				5.7	----		----	6	3						1	----	----						----
13.	96.	89.	22.	23.	7.6	7.6	7.6	7.6	251	223	245	26	18	32	88	13	43.5	33.5	28.9	24.1	40.0	32.3	26.2	22.1
12.	99.	95.	34.	27.	6.2	6.6	7.0	7.0	188	99	60	9	23	32	26	32	39.5	33.9	29.8	26.5	37.1	31.2	26.8	21.7
---					----	----	----		3					1	1		----					----	----	
18.	67.								7	3	10	3	2	2	5	1	----	----	----	----	----	----	----	----
15.		67.	9.		----	6.1	8.0	----	4	4	8	4		2	3		----	----	----	----		----	----	
14.	58.	38.			6.8	6.8	----	----	12	8	8	2					----	----	----	----				
22.	ALL	79.							412	137	115	25	26	37	25	8	59.8	39.2	34.6	25.1	52.2	38.5	31.0	22.5
12.	ALL	97.	4.		6.0	6.5	7.3	----	921	452	313	3	59	94	96		54.5	38.6	33.8	----	45.8	34.9	30.6	
13.	ALL	97.	13.	44.	5.7	5.5	6.3	4.7	320	318	208	13	53	100	119	14	51.3	36.5	32.9	23.8	47.5	34.9	29.0	23.2
58.									6		1	10	1				----		----	----	----			
13.	99.	88.	31.		6.5	6.6	6.9	7.4	201	127	87	33	33	41	39	37	36.8	32.3	28.1	18.6	33.3	30.5	27.1	17.0
23.	93.	46.			9.4	11.7	9.9		50	46	20		9	8	13		37.6	30.9	27.5		36.2	34.7	26.2	
23.	97.	81.	37.	10.	8.2	9.5	9.6	8.3	286	112	133	29	49	39	107	91	39.5	32.4	26.5	17.8	38.7	30.9	24.6	17.4
21.	91.	83.	38.		5.5	6.3	5.7	4.4	50	37	24	4	7	9	23	4	36.9	31.0	25.2	----	34.3	29.2	23.8	----
30.	ALL		17.						6	4	6	4	1				----	----	----	----	----			
26.	ALL	95.	16.		6.0	6.0	8.4		50	32	28		3	11	23		----	33.0	25.8		----	31.0	24.6	
28.	ALL	92.	14.		11.4	15.2	12.4		30	7	15		1	5	13		----	----	25.4		----	----	23.8	
16.		75.	50.						2	5	12		1	3	4		----	----	----		----	----	----	
20.	ALL	79.			6.3	8.2	9.2	----	13	12	8	1	4	2	9		----	----	21.4	----	----	----	21.6	
20.	ALL	80.	14.		7.1	8.2	10.3	12.2	21	21	10	8	1	4	4	3	----	----	----	----	----	----	----	----
22.	ALL	ALL	38.		6.5	7.6	7.8	----	5	8	3	4	1	1	5	3	----	----	----	----	----	----	----	----
25.	98.	84.	41.	4.	8.0	8.7	9.0	8.2	238	101	107	15	41	34	78	33	38.9	30.9	26.0	19.9	37.3	28.9	24.0	18.9
25.	97.	77.	4.		9.0	9.7	9.5	----	550	242	162	4	49	91	85	1	49.2	35.4	30.3	----	43.4	31.9	27.0	----
27.		63.			----	7.9	8.1		3	5	3			3	6		----	----	----			----	----	
25.	98.	94.	30.	7.	6.7	5.9	6.7	6.1	39	81	70	5	6	23	45	10	39.5	31.8	25.9	----	35.1	29.3	23.2	----
26.	97.	86.	23.		8.8	9.1	9.1	----	130	146	97	1	17	66	98	2	44.8	34.3	30.6	----	43.2	30.2	25.5	----
27.	ALL	85.	20.		6.9	7.3	6.6		7	17	5		2	9	10		----	29.9	----		----	31.1	----	
27.	95.	86.	2.		7.9	7.8	8.1	----	18	37	24	2	2	12	19	1	----	32.5	26.8	----	----	31.5	25.0	----
27.	ALL	88.	12.		6.6	6.9	7.7	----	33	51	15		5	7	10	1	----	32.3	25.3		----	30.0	22.4	----
27.	ALL	78.			9.1	9.4	10.8		24	27	8		6	10	8		38.2	29.3	26.7		37.3	28.5	23.3	
20.					5.7	6.3	6.2		24	13	11	2	2	4	9		----	----	22.3	----	----	----	22.2	
23.	67.	40.							12	10	16	3	6	5	16	2	26.1	----	19.4	----	27.2	----	18.0	----
16.	50.				5.3	----	7.5	7.0	5	3	5	3	3	3	3	4	----	----	----	----	----	----	----	----
23.	98.	92.	13.	3.	8.3	8.3	9.9	9.1	537	347	278	41	22	59	104	30	52.3	37.0	32.1	21.9	43.8	32.9	26.7	19.1
25.	ALL	88.	24.		6.5	6.1	6.9	7.7	36	67	41	4	5	27	30	8	----	33.7	28.2	----	----	29.7	25.5	----
24.	ALL	96.	32.		6.8	6.1	6.6	7.2	7	18	13		1	6	12	2	----	32.2	25.9		----	27.4	23.0	----
26.	95.	61.			5.8	5.0	4.4		37	34	11		1	2	3		----	----	----		----	----	----	
21.	ALL	92.	40.						11	11	11	3		2	4	1	----	----	----	----		----	----	----
25.	95.	84.	29.		5.1	5.3	6.1	----	11	20	30	2	8	11	35	3	43.5	33.8	25.8	----	38.7	31.6	25.1	----
17.					----	----	6.0		3	4	8				2		----	----	----				----	

APPENDIX I	NOTES	(1)	(2)				(3)					(4)				(5)				
		INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
INDIANA(CONTD)																				
Saint Meinrad Sch.of Theol.		IIA					----	----	----		27.8					----	----	----		30.8
Taylor University		IIB	4	4	4		28.6	24.8	21.6	----	24.8	3	3	3		38.1	33.0	28.3	----	32.8
Tri-State University		IIB	3	3	3		32.3	26.4	23.2		27.2	3	3	3		40.2	32.8	28.9		33.9
University of Evansville	4	IIA	5	4	4		34.1	29.0	24.9	----	29.2	4	4	4		42.2	35.5	30.1	----	35.8
University of Indianapolis	52	IIA	4	5	5		34.8	28.3	23.9	----	27.3	4	4	4		42.7	35.3	29.8	----	33.8
University of Notre Dame		I	1	1	1	1*	56.0	40.6	33.7	32.2	44.4	1	1	1	1*	68.4	49.8	40.1	38.2	54.0
Univ. of Southern Indiana		IIA	4	4	3	4	36.9	31.1	26.2	21.0	30.3	3	3	3	3	46.3	39.1	32.7	26.5	38.0
Valparaiso University		IIA	3	4	4	4	38.4	30.5	25.9	19.7	30.6	3	4	4	5	46.9	35.9	30.3	23.0	36.5
Vincennes University		III	4	4	4	4	32.0	26.1	21.9	19.1	25.8	3	4	4	4	41.4	33.7	26.7	24.0	32.7
Wabash College		IIB	1	1	1		44.5	32.9	26.0	----	36.5	1	1	1		56.1	40.3	31.6	----	45.3
IOWA																				
Briar Cliff College		IIB	4	4	4	3	29.2	25.9	22.3	19.5	23.9	4	4	4	4	33.9	31.0	25.9	22.2	27.9
Buena Vista College		IIB	2	2	2		37.2	29.7	25.0	----	29.3	2	2	3		43.8	34.9	28.6	----	34.2
Central University of Iowa		IIB	2	2	2	1	36.1	30.3	25.6	22.5	29.6	2	2	2	2	44.3	36.7	30.2	25.3	35.6
Clarke College		IIB	4	3	5	3	27.3	26.3	20.0	19.2	22.2	5	4	5	3	30.8	30.8	23.5	22.9	25.9
Coe College		IIB	2	3	4		35.0	26.9	21.5	----	28.2	2	3	4		41.6	32.3	25.8	----	33.8
Cornell College		IIB	2	3	3		35.7	28.4	24.0	----	29.9	2	3	3		44.3	33.6	28.8	----	36.5
Dordt College		IIB	4	3	3	2	29.5	26.3	23.0	22.0	25.5	3	2	2	1	39.3	34.9	29.8	29.0	33.7
Graceland College		IIB	5	5	5		24.7	21.4	19.5	----	22.0	5	5	5		28.9	25.2	23.6	----	26.0
Grinnell College		IIB	1	1	2	1	45.8	33.1	25.6	24.7	35.3	1*	1	1	1	57.5	40.5	31.4	30.3	43.7
Iowa State University		I	4	4	4	5	43.9	33.3	27.9	19.6	34.5	4	4	4	5	53.5	41.0	34.6	24.7	42.4
Iowa Wesleyan College		IIB	5	5	5	5	20.3	17.3	15.3	14.9	17.0	5	5	5	5	24.0	20.6	18.4	17.2	20.1
Loras College		IIA	5	5	5	5	31.4	25.9	22.5	18.5	26.1	5	5	5	5	38.8	31.1	25.9	20.6	31.3
Luther College		IIB	2	2	3	2	34.4	28.8	23.2	20.5	28.3	2	2	3	3	41.7	34.6	27.4	23.9	34.0
Morningside College		IIB	4	4	4	3	27.8	23.4	20.7	18.9	23.2	4	4	4	4	34.5	28.4	24.7	22.0	28.1
Mount Mercy College		IIB	5	5	3	4	26.4	23.2	22.7	17.9	22.6	5	5	4	4	28.9	27.3	25.9	20.7	25.8
Northwestern College		IIB	4	4	3		29.2	25.0	22.4	----	24.5	3	4	3		37.0	30.1	27.7	----	30.3
Palmer College of Chiro.		IIB	2	2	3	3	35.7	29.1	23.4	19.4	26.6	2	2	2	3	45.3	37.0	29.8	23.9	33.6
St. Ambrose College		IIB	3	2	2	2	31.6	29.2	25.6	21.6	28.2	3	2	1	2	38.0	37.1	31.5	24.8	34.4
Simpson College		IIB	2	3	2	1	34.8	28.0	25.4	22.6	28.9	2	3	2	2	41.8	33.3	29.9	26.2	34.3
University of Iowa		I	4	3	3	1	46.3	35.3	29.4	29.0	38.9	3	3	3	1*	56.3	43.5	36.3	36.0	47.6
University of Northern Iowa		IIA	4	4	3	3	37.4	30.7	26.2	21.5	29.6	3	4	3	3	45.9	37.7	32.1	25.7	36.2
Upper Iowa University		IIB		5	5	5	----	22.8	18.7	17.0	20.2		4	5	5	----	27.8	23.4	20.4	24.6
Waldorf College		III	5	5	5		26.4	23.4	20.4	----	22.5	5	5	5		33.4	28.1	24.8	----	27.6
Wartburg College		IIB	3	3	3	5	32.5	27.3	22.6	17.1	26.7	3	3	3	5	38.5	32.6	26.9	20.4	31.8
Waerburg Theol. Seminary		IIB					----	----	----		26.4					----	----	----		31.3
Westmar College		IIB			5	3	----	----	18.8	18.9	19.8			5	4	----	----	21.6	21.7	22.7
KANSAS																				
Baker University		IIB	5	5	5		26.5	22.2	19.6		21.8	5	5	5		30.4	25.2	22.0		24.6
Benedictine College		IIB	4	4	5	5	27.1	23.6	20.0	17.1	21.9	5	4	5	5	30.5	28.3	22.2	19.5	25.0
Bethany College		IIB	4	4	4		29.2	25.1	21.3	----	24.8	4	4	4		35.3	30.9	25.7	----	30.1
Bethel College		IIB	5	4	4		25.2	23.4	20.4	----	22.9	5	4	4		31.6	29.0	24.1	----	28.1
Emporia State University		IIA	5	4	4		34.2	29.2	25.9	----	30.0	5	4	4		40.7	34.7	31.1	----	35.7
Fort Hays State University		IIA	5	5	5	4	33.5	27.8	24.3	20.4	28.2	5	5	5	4	39.5	33.1	29.0	24.6	33.4
Friends Bible College		IIB					----	----	----	----	16.9					----	----	----	----	19.5
Friends University		IIB	5	5	5		24.6	21.3	20.0	----	21.4	5	5	5		28.3	24.6	23.2	----	24.7
Kansas State University		I	5	5	5	4	40.3	30.6	27.1	21.2	33.0	5	5	5	4	47.8	36.5	32.4	25.6	39.3
Kansas Technical Institute		III	4	3	3		30.4	28.9	25.8	----	27.3	5	4	3		36.3	34.5	30.9	----	32.6
Kansas Wesleyan University		IIB	5	5	5		22.0	18.1	16.6	----	18.6	5	5	5		27.0	21.6	19.3	----	22.2
Manhattan Christian College		IIB					----	----	----		21.6					----	----	----		25.2
Marymount College of Kansas		IIB		5	5		----	20.2	18.5	----	19.0		5	5		----	22.6	21.0	----	21.3
Ottawa University		IIB	5	5	5		25.1	22.8	19.5	----	21.8	5	5	5		30.1	26.6	22.7	----	25.6
Pittsburg State University		IIA	5	4	4	4	33.7	30.2	25.0	20.2	29.6	5	4	4	4	39.8	35.7	29.7	24.1	35.0
Saint Mary College		IIB	5	4	5	5	25.9	23.3	18.6	16.2	20.5	5	5	5	5	28.5	27.3	20.1	18.8	23.0
Tabor College		IIB	5	5	5		26.0	21.9	19.3	----	21.5	4	5	4		32.9	27.0	24.1	----	26.9
University of Kansas-Main		I	4	5	4	5	42.8	31.5	28.6	19.1	36.4	5	5	5	5	50.5	37.4	33.5	22.6	42.9
Wichita State University		IIA	2	3	3	4	41.3	31.5	26.1	19.9	29.5	3	4	4	4	48.8	37.4	31.1	24.1	35.1
KENTUCKY																				
Asbury College		IIB	5	5	5	5	26.8	22.5	19.0	16.5	22.4	5	5	5	5	32.3	26.9	22.7	19.2	26.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
11.					----	----	----		3	3	4			1			----	----	----			----		
32.	ALL	77.	10.		4.3	3.3	6.3	----	21	27	16	3	3	4	5	1	----	----	----	----	----	----	----	----
24.	84.	54.							18	33	14		1	4	2		----	----	----		----	----	----	
22.	98.	94.	44.		3.2	3.3	3.0	----	45	45	22	1	7	9	30	1	34.5	29.1	26.3	----	31.8	28.4	24.0	----
24.	92.	47.	5.		6.8	7.6	7.9	----	9	19	14		4	13	23	2	----	28.8	23.3		----	27.7	24.3	----
22.	ALL	98.	5.		8.3	7.3	7.8	7.3	210	167	128	11	9	8	34	2	56.0	40.6	34.2	----	55.5	41.2	32.1	----
25.	ALL	86.	35.		7.0	8.1	7.8	7.4	26	26	26	7	7	3	8	4	37.0	----	26.8	----	36.4	----	24.4	----
19.	95.	90.	15.	7.	5.6	5.8	11.1	8.2	57	69	36	7	3	12	24	8	----	31.0	26.8	20.7	----	27.7	24.7	18.9
27.	ALL	86.	15.		6.3	7.1	7.1	9.2	61	60	53	21	28	23	41	12	32.6	26.6	23.9	20.5	30.9	24.6	19.3	16.6
24.	ALL	ALL			7.6	11.9	8.9	----	32	17	13	1		2	4		----	----	----	----		----	----	
17.	ALL	85.			5.0	5.6	5.5	5.2	10	9	15	3	3	4	14	8	----	----	21.8	----	----	----	22.9	----
17.	94.	71.	9.						15	14	18	1	1	3	4	3	----	----	----	----	----	----	----	----
20.	ALL	ALL	28.		6.0	5.5	5.6	----	20	14	14	5	2	8	11	3	----	30.6	26.6	----	----	29.6	24.4	----
17.	ALL	33.	44.						1	5	5	5	5	7	11	11	----	----	----	----	----	----	----	----
20.	ALL	96.	21.		5.5	5.7	5.6	----	24	23	12		2	4	7	1	----	----	22.0		----	----	20.6	----
22.	ALL	90.			6.0	5.5	5.4	----	30	7	13	2	3	3	10	2	----	----	25.1	----	----	----	22.7	----
32.	96.	64.	13.		1.1	2.2	2.9	3.3	22	9	15	15	2	2	1	3	----	----	----	----	----	----	----	----
19.	96.	80.	22.		5.2	6.1	6.2	----	21	10	11	1	4	5	7	2	----	----	20.2	----	----	----	18.3	----
24.	ALL	94.			8.1	8.6	12.4	----	36	25	17	4	2	10	7	4	----	33.6	25.7	----	----	31.9	25.6	----
23.	ALL	95.	24.	1.	6.2	6.9	7.6	6.0	460	261	221	58	32	69	110	83	44.1	34.0	29.4	20.2	41.4	30.3	24.9	19.1
18.	ALL	92.	50.		0.0	0.0	0.0	----	5	9	4	4	2	4	4	3	----	----	----	----	----	----	----	----
20.	97.	55.	15.		2.9	3.3	4.8	3.4	35	26	30	1	2	5	9	5	----	----	22.7	----	----	----	21.8	----
20.	ALL	81.	19.		6.8	8.3	3.2	2.8	53	16	21	9	4	10	15	13	----	29.6	23.5	21.5	----	27.6	22.9	19.8
21.	94.	78.	15.		4.5	4.7	4.8	5.2	18	16	15	3		2	5	6	----	----	----	----		----	----	----
14.	ALL	82.	51.		----	4.6	3.8	4.0	1	9	15	3	5	2	22	4	----	----	23.4	----	----	----	22.3	----
24.	ALL	93.	24.		4.0	4.0	4.5	----	13	14	15	2		1	6	1	----	----	23.1	----		----	20.7	----
26.	ALL	ALL	ALL	ALL	7.4	6.8	5.8	4.9	17	27	20	14	3	2	7	10	----	----	24.0	19.8	----	----	21.8	19.0
22.	75.	81.	39.		5.6	9.3	6.4	----	20	15	18	2	4	1	5	4	----	----	----	----	----	----	----	----
19.	ALL	93.	40.		13.2	25.8	10.3	8.7	22	10	5	9	1	4	5	5	----	----	----	----	----	----	----	----
23.	ALL	94.	8.		5.8	7.1	7.0	9.4	425	235	142	10	36	69	90	3	46.8	36.3	31.2	----	40.2	32.0	26.5	----
22.	99.	97.	52.	1.	6.2	7.0	7.0	6.9	129	115	121	36	14	36	65	47	37.6	31.0	27.0	21.8	35.7	29.8	24.7	21.2
22.		ALL			----	26.7	----	----	4	6	4	4		1	2	4	----	----	----	----		----	----	----
23.	ALL	71.			3.0	4.5	5.2	----	7	6	6	2		1	3	2	----	----	----	----		----	----	----
19.	ALL	76.	27.						22	14	15	4	2	7	7	2	----	28.0	23.6	----	----	25.8	20.3	----
19.					----	----	----		5	2	5			1			----	----	----			----		
15.					----	----	4.1	4.9	5	2	13	9		2	1	1	----	----	----	----		----	----	----
13.	90.	88.	16.		4.0	7.0	5.7		9	15	13		1	2	12		----	----	20.8		----	----	18.4	
14.	92.	ALL	28.		1.3	6.0	4.7	6.2	9	14	16	7	4	3	9	4	----	----	20.2	----	----	----	19.5	----
21.	ALL	79.	28.		2.5	3.5	4.3	----	17	12	14	2		2	4	1	----	----	----	----		----	----	----
23.	ALL	88.			7.2	8.5	6.1		11	6	5	1	1	2	5		----	----	----	----	----	----	----	
19.	99.	87.	23.		7.9	4.4	3.6	----	69	61	27	1	10	14	12	1	34.3	29.3	26.7	----	33.7	28.5	24.1	----
19.	93.	89.	63.	10	4.1	3.1	3.1	----	57	55	33	13	10	19	13	7	33.9	28.5	24.4	20.5	31.2	25.8	24.1	20.3
16.					----	----	----	----	1		3	3		1	1		----		----	----		----	----	
15.	47.	ALL	18.		5.0	5.0	5.9	----	13	6	13	1	2	3	9	2	----	----	20.6	----	----	----	19.2	----
19.	93.	84.	20.	3.	2.4	2.9	3.0	2.4	329	199	152	31	24	46	42	41	40.4	31.0	27.6	22.1	38.9	28.9	25.3	20.6
20.					2.5	----	2.5	----	7	7	16	2			2		----	----	----	----			----	
19.	88.	83.			8.6	8.4	5.7	----	7	8	5		1	4	2	3	----	----	----		----	----	----	----
16.					----	----	----		4	3	1		1	1	1		----	----	----		----	----	----	
12.		20.	36.		----	----	5.2	----	1	5	7	2	1	5	4	3	----	----	----	----	----	----	----	----
18.	91.	71.	7.		3.9	4.3	5.0	----	10	5	11	3	1	2	4		----	----	----	----	----	----	----	
18.	98.	92.	26.	6.	3.4	3.1	2.8	4.6	77	57	33	12	12	21	9	4	33.7	31.2	25.8	----	34.1	27.7	22.3	----
12.	38.	57.			5.0	5.0	5.6	6.2	2	2	2	4	6	5	12	4	----	----	----	----	----	----	----	----
25.	83.	33.	9.		10.3	----	6.2	----	6	5	7	1		1	4		----	----	----	----		----	----	
18.	99.	93.	14.	11.	3.0	3.9	4.0	4.1	436	231	105	15	34	72	36	12	43.2	32.0	29.7	19.3	37.7	29.7	25.3	18.9
19.	97.	93.	37.	3.	2.4	2.4	2.7	2.6	99	115	128	25	4	29	79	36	----	31.8	26.8	20.8	----	30.1	24.9	19.3
20.	ALL	84.			1.5	2.8	3.9	----	18	19	12	4	2	6	4	2	----	22.7	----	----	----	21.8	----	----

APPENDIX I	NOTES	(1) INSTCATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
KENTUCKY(CONTD)																				
Asbury Theological Seminary		IIA	5	5			31.0	27.8	----	----	28.2	5	5			37.3	34.0	----	----	34.0
Bellarmine College		IIB	2	2	3		36.1	28.9	23.9	----	29.9	2	3	3		43.8	34.4	28.0	----	35.7
Berea College		IIB	2	3	3	3	35.0	28.4	23.6	19.0	28.2	2	3	3	4	42.0	34.1	27.7	21.3	33.6
Centre College of Kentucky		IIB	2	2	2		36.4	28.9	24.3	----	29.9	2	2	2		45.9	35.0	29.0	----	36.7
Eastern Kentucky University		IIA	5	4	4	4	34.1	29.3	25.3	20.0	29.2	5	4	4	4	40.8	35.2	30.5	24.3	35.1
Georgetown College		IIB	4	4	4	4	29.5	25.5	21.5	17.6	25.2	4	4	4	5	34.6	30.7	25.9	19.8	29.9
Kentucky Christian College		IIB	5				23.6	----	----		22.7	4				34.5	----	----		33.7
Kentucky State University		IIA	5	5	5	3	32.2	27.8	24.4	21.3	25.7	5	5	5	4	37.7	32.7	28.7	25.2	30.2
Lees College		III	5		5		20.6	----	18.0		19.3	5		5		23.7	----	21.1		22.4
Morehead State University		IIA	4	5	4	4	34.8	28.5	25.1	20.0	28.4	4	5	4	4	41.9	34.5	30.5	24.5	34.6
Murray State University	11	IIA	4	4	4	3	35.0	30.1	25.7	21.3	29.0	4	4	3	3	43.3	37.5	32.3	27.1	36.1
Northern Kentucky University	54	IIA	4	4	5	3	37.0	30.8	23.9	22.4	28.0	4	4	5	2	44.8	37.5	29.4	27.6	34.2
Pikeville College		IIB		5	4	5	----	22.5	20.4	17.0	20.9		5	5	5	----	25.9	23.5	19.6	24.1
Spalding University		IIB	4	5	4	4	27.8	22.5	22.3	18.4	22.8	5	5	4	4	31.8	25.3	25.6	21.1	26.1
Thomas More College		IIB	4	5	5		28.6	23.1	19.9	----	22.0	4	4	5		35.1	28.2	23.3	----	26.5
Transylvania University		IIB	3	3	1		32.7	27.8	25.9	----	28.6	3	3	2		39.1	33.2	30.9	----	34.2
University of Kentucky		I	4	4	4	1	45.4	33.7	28.7	28.9	37.1	4	4	4	1	53.7	40.2	34.4	34.6	44.1
Univ. of Kentucky-Comm.Coll.	55	III	4	5	5	4	30.5	25.1	20.9	19.8	24.0	4	5	5	4	36.4	30.2	25.3	24.0	28.9
University of Louisville		IIA	2	3	3	3	43.3	32.5	26.9	21.3	35.1	2	3	3	4	52.4	39.6	31.6	25.0	42.3
Western Kentucky University		IIA	4	4	4	4	35.3	29.3	25.6	20.1	30.5	4	4	4	4	43.1	35.9	31.5	24.9	37.4
LOUISIANA																				
Centenary College of La.		IIB	3	2	3	3	33.5	29.0	23.8	19.0	27.8	3	3	3	4	39.0	33.7	27.9	21.4	32.3
Grambling State University	1	IIA	5	4	4	4	30.7	29.3	25.2	20.0	26.6	5	5	5	5	34.6	33.0	28.5	22.7	30.1
Louisiana College		IIB	4	4	3		28.5	24.7	23.2	----	25.5	4	4	3		35.1	30.7	28.8	----	31.6
Louisiana St.Univ.and A&M C.	56	I	4	4	4	5	44.9	34.0	29.0	20.3	34.0	5	5	5	5	50.6	38.4	32.6	22.8	38.4
Louisiana St.Univ.Alexandria		III	4	4	4	4	30.8	26.1	22.0	18.9	25.0	5	5	5	5	35.1	29.8	25.1	21.2	28.5
Louisiana State Univ.Eunice		III		4	4	3	----	27.1	24.2	20.9	24.2		5	4	4	----	31.2	27.9	24.1	27.9
Louisiana St.Univ.Shreveport		IIA	5	4	4	2	34.5	30.9	26.0	22.5	29.5	5	4	4	4	39.2	35.1	29.5	25.5	33.5
Louisiana Tech Uuniversity		IIA	4	4	4	3	35.1	29.1	25.7	21.7	29.6	5	5	4	4	40.5	33.6	29.5	25.0	34.1
Loyola Univ. in New Orleans		IIA	2	2	2	2	43.4	35.5	29.1	22.6	34.7	2	2	2	3	51.7	43.0	34.9	26.8	41.7
McNeese State University		IIA	5	4	4	3	33.2	30.1	25.7	22.0	28.1	5	5	5	4	37.9	34.1	29.1	24.8	31.9
Nicholls State University		IIA	5	4	4	4	33.1	28.8	24.9	21.0	27.1	5	5	5	5	37.3	32.5	28.2	23.6	30.6
Northeast Louisiana Univ.		IIA	4	4	4	5	36.7	30.8	26.0	19.6	28.1	5	4	5	5	41.2	34.6	29.1	21.8	31.4
Our Lady of Holy Cross Coll.		IIB		5	5	1	----	21.9	19.9	23.5	21.3		5	5	2	----	24.8	22.6	26.6	24.2
Southeastern Louisiana Univ.	1	IIA	5	4	4	4	33.2	30.0	25.4	20.1	27.8	5	5	5	5	37.4	34.3	28.5	22.7	31.4
Southern Univ.A&M Coll.-Main		IIA	5	5	5	5	33.1	28.2	23.9	19.4	26.6	5	5	5	5	37.3	31.8	26.8	22.0	30.0
Tulane University		I	3	3	3	5	48.3	36.2	29.7	20.4	38.6	3	3	4	5	61.3	44.8	35.2	24.4	47.9
University of New Orleans		IIA	3	4	4	5	38.9	30.8	25.2	19.2	30.2	4	4	5	5	43.9	34.8	28.5	21.7	34.1
Univ. Southwestern Louisiana		IIA	3	3	3	3	38.2	31.3	27.0	21.7	29.6	4	4	4	4	43.3	35.5	30.7	24.6	33.6
Xavier University of La.		IIB	5	5	4	4	26.0	23.1	20.3	18.2	22.1	5	5	5	4	29.3	26.5	23.1	20.6	25.1
MAINE																				
Bates College		IIB	1*	1*	1	1*	46.5	35.4	26.4	25.5	35.7	1*	1	2	1	57.1	43.6	31.1	29.0	43.4
Bowdoin College		IIB	1*	1*	1		50.0	35.9	27.8	----	37.1	1*	1*	1		61.4	44.0	33.0	----	45.1
Colby College		IIB	1*	1*	1	1*	49.7	35.6	26.8	25.6	36.6	1*	1	2	1	60.5	42.2	31.0	28.7	43.6
Husson College		IIB	3	3	2		30.8	27.7	25.4	----	26.8	4	3	3		35.4	33.8	28.9	----	31.2
Saint Joseph's College		IIB			5		----	----	19.0	----	19.5			4		----	----	24.1	----	24.7
Univ.of Maine at Augusta		III	4	5	5		31.6	24.3	20.0	----	25.8	4	5	5		38.6	30.4	24.9	----	31.4
Univ.of Maine at Farmington		IIB	2	3	3	3	34.6	27.4	22.7	20.0	27.6	2	3	3	2	42.5	33.8	27.8	24.5	33.9
Univ.of Maine at Fort Kent		IIB		3	3		----	27.1	23.0	----	24.0		3	3		----	33.8	28.7	----	29.7
Univ.of Maine at Machias		IIB	3	2	4		31.4	28.9	20.8		26.5	3	2	4		38.3	35.1	25.7		32.3
University of Maine		IIA	3	4	4	5	40.0	30.6	25.2	18.6	31.0	3	4	4	5	48.5	37.4	30.7	22.6	37.7
Univ.of Maine at Presque Isl		IIB	2	3	4		34.3	28.0	21.8		27.2	2	3	3		42.2	34.2	27.0		33.5
University of Southern Maine		IIA	3	3	4	5	39.2	31.4	25.0	18.5	30.7	3	3	4	5	47.6	38.5	30.7	22.6	37.5
MARYLAND																				
Allegany Community College		III	4	4	4	4	31.8	25.9	22.0	20.4	24.1	3	4	4	3	42.0	34.3	29.1	27.0	31.9
Anne Arundel Community Coll.		III	1	1	1	1	41.1	35.0	28.2	24.6	33.7	1*	1*	1	1	52.9	45.3	36.9	32.3	43.7
Bowie State College		IIB	1	1*	1	2	41.6	35.3	28.3	20.6	32.6	1	1*	1*	1	53.4	45.5	36.9	27.3	42.2
Capitol Inst. of Technology		IIB		3	4		----	26.4	21.6		24.5		4	4		----	30.9	25.6		28.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS	PERCENTAGE OF				PERCENTAGE INCREASE IN				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
% OF	TENURED FACULTY				SALARY(CONTINUING FAC)				MEN				WOMEN				MEN				WOMEN			
SALARY	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	94.	40.							18	10	3	1					----	----	----	----				
20.	97.	67.	9.						27	12	11		10	3	23	2	35.8	----	24.8		36.8	----	23.5	----
19.	ALL	91.	20.		5.0	6.0	8.8	5.3	35	24	22	3	3	11	19	5	----	29.2	24.1	----	----	26.5	23.1	----
23.	ALL	ALL	24.		7.2	8.1	8.5	----	17	17	12	1	2	2	5		----	----	----	----	----	----	----	
20.	98.	77.	50.		6.9	7.7	8.4	9.2	169	109	74	13	40	41	99	25	34.2	29.9	26.5	19.9	33.5	27.6	24.4	20.0
18.	97.	78.	43.	14.	7.0	8.2	7.1	----	23	7	10	3	8	2	11	4	30.2	----	22.5	----	27.4	----	20.5	----
49.									11	2			1	2	2		----	----			----	----	----	
18.	ALL	84.	32.		11.1	11.9	7.1	4.6	13	18	34	6	2	7	19	10	----	28.3	24.9	21.0	----	26.6	23.5	21.5
16.	ALL		43.						5	2	3		1	1	4		----	----	----		----	----	----	
21.	92.	93.	44.	11.	7.1	6.1	7.1	12.4	87	52	50	18	6	15	41	17	35.0	28.7	25.6	20.6	31.3	27.7	24.6	19.5
25.	97.	89.	23.	4.	7.4	8.1	8.5	6.9	86	94	68	13	6	16	34	10	35.2	30.2	26.2	22.0	32.0	29.8	24.9	20.4
22.	ALL	95.	24.		7.7	9.0	9.2	----	42	70	37	5	8	24	45	5	38.3	31.2	24.5	----	30.0	29.8	23.3	----
15.					----	7.9	7.9	----	4	7	3	3	1	1	15	3	----	----	----	----	----	----	----	----
14.	79.	94.	5.		4.2	7.7	4.4	4.8	5	3	6	2	9	14	13	10	----	----	23.0	----	----	----	21.9	----
20.	ALL	94.	14.		14.6	12.9	7.1	----	7	15	7	2		3	15	1	----	----	20.1	----		----	19.7	----
20.	ALL	73.	28.		5.5	4.4	6.6	----	17	11	13	3	3	4	5	2	----	----	----	----	----	----	----	----
19.	ALL	97.	5.		7.0	7.6	8.3	6.1	440	332	197	15	29	88	80	7	45.6	34.0	29.9	30.6	41.9	32.3	25.6	25.2
20.	ALL	ALL			8.8	8.8	10.2	7.7	67	114	72	57	43	130	96	55	30.6	25.4	21.4	19.8	30.3	24.9	20.6	19.9
21.	98.	83.	8.	6.	8.4	8.4	10.0	9.0	231	159	82	9	23	53	60	7	43.5	33.7	28.4	22.1	41.5	29.2	24.9	20.3
22.	97.	87.	42.						211	98	77	10	22	46	40	24	35.5	30.1	26.5	19.8	33.7	27.5	23.8	20.2
16.	92.	71.	20.		8.7	11.0	12.1	8.4	23	15	11	6	3	2	4	6	----	----	----	21.2	----	----	----	16.9
13.	90.	67.	41.	13.	4.9	4.3	5.4	4.0	37	33	58	14	11	15	60	10	30.7	29.4	26.5	20.9	30.4	28.9	24.0	18.6
24.	96.	73.	14.		2.2	3.1	2.2		18	6	11	1	5	5	10	1	----	----	23.5	----	----	----	22.8	----
13.	98.	89.	4.						415	357	293	101	30	64	79	113	45.1	34.2	29.7	20.7	41.8	32.4	26.7	19.9
14.	ALL	96.	24.	10.					11	13	6	5	4	11	11	5	----	26.0	21.9	----	----	26.2	22.1	----
15.		ALL	30.						1	5	17	5		3	10	5	----	----	24.8	----		----	23.3	----
14.	ALL	79.	55.						37	33	22	7	4	9	20	9	----	31.2	26.6	22.6	----	29.9	25.2	22.4
15.	97.	91.	46.		3.3	2.4	1.9	4.8	120	95	71	13	8	32	43	13	35.3	30.0	27.2	23.1	31.8	26.6	23.2	20.3
20.	89.	74.	17.						39	68	41	6	8	14	22	4	44.3	35.7	29.4	----	38.6	34.5	28.6	----
13.	89.	74.	37.						57	55	63	17	6	19	35	19	33.4	30.6	26.0	22.2	31.8	28.5	25.0	21.8
13.	ALL	84.	61.		1.0	1.1	0.2	0.5	50	46	32	20	11	22	32	17	32.9	29.4	26.1	21.0	33.9	27.7	23.8	21.1
12.	94.	84.	37.		7.3	6.7	9.7	13.5	64	79	76	27	8	13	47	46	36.7	31.3	27.5	21.1	36.5	27.9	23.6	18.8
14.					----	0.0	0.0	0.0	1	4	3	2	2	6	12	5	----	----	----	----	----	----	----	----
13.	98.	90.	29.						57	64	42	9	9	17	58	29	33.4	30.2	26.4	21.1	31.9	29.5	24.7	19.8
13.	85.	78.	58.	22.	0.4	0.1	0.1	0.0	97	78	100	15	26	37	124	36	33.7	28.8	25.1	20.3	31.2	26.8	22.9	19.0
24.	99.	77.	11.	8.	6.2	6.9	7.0	5.9	145	108	79	7	11	30	29	5	49.0	36.7	30.2	----	39.9	34.4	28.2	----
13.	99.	91.	9.						133	108	65	33	24	34	30	56	39.4	31.4	25.9	19.4	35.9	28.8	23.6	19.1
14.	91.	77.	30.	5.	2.9	3.4	4.0	3.3	110	134	102	52	18	30	62	66	38.8	31.6	27.7	22.1	34.8	29.9	26.0	21.4
14.	96.	58.			0.0	0.0	0.0	0.0	16	23	21	8	11	13	19	11	26.9	23.4	20.9	16.9	24.6	22.7	19.7	19.2
22.	ALL	91.	4.		6.8	7.1	8.5	7.9	31	28	17	1	1	6	11	6	----	35.5	26.8	----	----	35.2	25.8	----
21.	ALL	ALL			6.6	7.6	7.9	----	33	20	23	2	1	5	18		----	----	28.9	----	----	----	26.5	
19.	ALL	75.			10.5	14.9	18.1	----	35	29	20	8	5	7	13	4	----	35.8	27.4	----	----	34.7	25.8	----
16.	ALL	55.			0.0	1.4	0.0	----	6	8	5	1	2	3	9	4	----	----	----	----	----	----	----	----
27.			31.						1	2	11		1	2	15	2	----	----	18.9		----	----	19.0	----
22.	ALL	83.			5.0	4.9	7.8	----	23	8	4		3	4	11	5	----	----	----		----	----	----	----
23.	ALL	75.	13.		5.0	6.1	6.7	----	26	20	12	4	4	4	12	7	----	----	23.1	----	----	----	22.2	----
24.		50.			----	6.6	4.4	----	2	6	5	3	2		9	1	----	----	----	----	----		----	----
22.	ALL	94.			-3.3	9.3	11.3		6	10	11		1	8	3		----	28.9	----		----	28.9	----	
22.	99.	90.	3.	3.	5.0	5.6	6.6	13.6	146	114	96	12	6	32	49	20	40.3	31.4	26.5	19.6	33.6	27.8	22.7	18.0
23.	ALL	ALL	14.		6.1	5.2	5.8		16	11	17		3	3	4		----	----	----		----	----	----	
22.	93.	87.	9.		5.5	5.7	6.5	5.7	59	85	34	4	8	33	33	17	39.7	31.8	26.4	----	35.3	30.2	23.4	----
32.	ALL	81.	61.	70.					10	10	12	4	3	6	19	6	----	26.3	22.2	----	----	25.4	21.8	----
30.	ALL	98.	38.	8.	7.6	5.5	9.5	6.2	38	43	21	9	13	18	24	15	42.0	35.0	27.3	24.6	38.6	35.1	29.1	24.5
29.	ALL	88.	37.						19	17	24	7	7	9	14	5	41.3	36.1	28.5	----	42.4	33.6	28.0	----
18.					----	----	10.1		3	5	6			1	2		----	----	----			----	----	

APPENDIX I	NOTES	(1) INSTITUTION CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MARYLAND(CONTD)																				
Catonsville Community Coll.		III	1*	1	1	2	42.5	35.4	29.7	23.4	34.6	1*	1*	1	1	54.8	46.0	38.9	31.0	45.0
Cecil Community College	4	III	3		3	4	33.4	----	25.5	19.1	26.4	3		3	4	42.0	----	31.3	23.3	32.7
Charles County Comm. College	57	III	2	2	3		35.9	32.7	24.7	----	28.8	2	1	3		45.3	41.4	31.6	----	36.6
Chesapeake College		III		4	4		----	28.2	23.0	----	25.0		3	4		----	36.3	30.0	----	32.4
College of Notre Dame of Md.		IIB	3	4	2		31.1	26.0	24.2	----	25.6	4	4	3		35.9	29.5	27.0	----	29.0
Columbia Union College		IIB	5	5	4	4	23.7	22.8	21.1	18.3	21.6	5	5	4	4	28.3	27.2	25.0	21.3	25.6
Community Coll. of Baltimore		III	3	3	3	3	35.2	29.2	25.6	21.4	27.6	2	2	2	2	46.7	38.9	34.2	28.8	36.9
Coppin State College		IIB	1	1	1	1	40.9	32.4	27.2	23.0	32.3	1	1	1*	1	52.1	41.5	35.1	29.8	41.3
Dundalk Community College		III	1	3	1		38.5	29.4	30.3	----	31.7	1	2	1*		49.7	38.3	39.6	----	41.2
Essex Community College		III	1*	1	1	3	43.4	33.9	28.9	22.2	34.6	1*	1	1	2	56.6	44.5	38.2	29.7	45.5
Frederick Community College		III	1	3	4		39.4	29.5	23.7	----	27.9	1	3	4		49.5	37.5	30.3	----	35.5
Frostburg State College		IIA	3	3	2	2	39.1	31.5	27.5	23.7	32.2	3	3	2	1	49.1	39.9	35.1	30.3	40.7
Garrett Community College	58	III			5		----	----	20.9	----	20.4			4		----	----	27.2	----	26.6
Goucher College		IIB	2	3	3	3	37.0	28.0	23.6	19.8	28.5	2	2	2	2	46.4	35.1	29.5	24.9	35.7
Hagerstown Junior College	4	III	3	3	4		32.5	28.9	22.5	----	29.0	4	4	5		36.8	33.0	25.2	----	32.9
Harford Community College	4	III	1	1	1*	3	39.0	34.9	31.1	22.1	33.0	1	1*	1*	2	50.3	45.2	40.4	29.1	42.8
Hood College		IIA	3	4	4	4	38.2	30.4	25.1	20.6	29.4	3	4	4	4	46.8	36.3	30.0	24.6	35.4
Howard Community College		III	1	1	2	4	39.2	33.6	26.5	20.6	27.8	1*	1	1	4	51.7	42.0	34.6	26.0	36.1
Johns Hopkins University		I	1	1	1	1	59.8	40.5	33.5	26.8	46.4	1	1	2	2*	70.1	48.9	39.4	31.3	54.7
Loyola College in Maryland		IIA	2	1	2		42.5	36.1	28.9	----	33.9	2	2	2		51.7	43.8	34.2	----	40.8
Maryland Coll.of Art&Design		III					----	----	----	----	----					----	----	----	----	----
Maryland Inst.College of Art		IIB									27.3									32.5
Montgomery Coll-All Campuses	59	III	1	2	2	2	39.7	31.2	26.9	23.3	35.2	1	2	1	1	50.6	40.1	34.8	30.2	45.0
Morgan State University		IIA	1	1	1	1	45.6	35.9	30.7	24.6	35.0	1	1	1*	1	57.9	46.3	39.8	32.3	45.1
Mount Saint Mary's College		IIB	2	2	3		37.2	29.5	23.1	----	27.0	2	2	3		44.9	35.4	27.0	----	32.3
Peabody Institute of the JHU	60	IIB	4				30.2				30.2	4				35.9				35.9
Prince George's Comm.College		III	1	1	2		38.9	33.6	26.5	----	35.2	1	1	2		49.1	42.6	33.8	----	44.6
Saint John's College-Main		IIB									31.0									40.2
St.Mary's Coll.of Maryland		IIB	1	1	2	2	41.4	32.6	25.0	22.1	30.7	1	1	1	1	51.9	41.4	32.1	28.9	39.0
Salisbury State College		IIA	3	3	4	3	39.8	31.5	25.8	21.5	30.5	2	3	3	3	51.3	40.5	32.5	27.1	39.0
Towson State University		IIA	2	2	2	3	41.9	35.4	28.3	22.2	32.9	2	1	1	2	53.4	45.7	37.0	29.6	42.5
University of Baltimore	61	IIA	1	1*	1*		47.4	39.4	31.4	----	38.4	1	1*	1		58.0	48.9	38.4	----	47.1
Univ.of Maryland-Coll. Park		I	2	2	2	3	52.8	38.0	31.2	23.2	40.1	2	2	2	2	66.1	47.7	38.2	30.1	50.2
Univ.of Maryland-Balto.City		I	2	1*	2	2	55.3	43.9	32.6	24.2	39.1	1	1*	1	2	69.1	54.7	40.9	31.0	48.9
Univ.of Maryland-Balto.Co.	4	IIA	1*	1	1	3	51.5	36.6	30.6	22.2	35.8	1*	1	1	2	63.0	46.3	37.7	28.1	44.5
Univ.of Maryland-Estrn Shore		IIA		2	1*	1*	----	35.4	33.2	27.7	31.3		1	1*	1*	----	44.6	41.3	36.5	39.6
Villa Julie College	PNA	III																		
Washington Bible College		IIB		5			----	20.9	----		21.1		5			----	26.3	----		26.6
Washington College		IIB	2	2	3		36.0	30.3	23.2		29.4	2	2	3		43.1	36.4	27.2		35.1
Western Maryland College		IIA	4	4	3		36.9	30.6	26.6	----	31.4	3	3	3		46.5	39.1	32.8	----	39.6
Wor-Wic Technical Comm.Coll.	4	III		3	2	2	----	30.0	26.2	22.6	26.6		3	2	2	----	37.7	33.1	28.6	33.5
MASSACHUSETTS																				
Amherst College		IIB	1*	1*	1*		52.2	37.3	29.8		43.5	1*	1*	1*		63.5	46.3	37.5		53.5
Andover Newton Tehol. School		IIA	5				32.5	----	----		28.9	4				41.3	----	----		37.2
Anna Maria College		IIB		3	3		----	27.9	23.9	----	25.5		3	3		----	33.5	28.1	----	30.5
Assumption College		IIB	2	2	1		38.0	31.2	26.6	----	30.4	2	1	2		46.4	38.9	31.3	----	36.9
Babson College		IIB	1*	1*	1*		57.1	44.5	36.6	----	46.3	1*	1*	1*		69.3	54.0	44.8	----	56.5
Berklee College of Music		IIB	3	3	3	4	33.6	27.8	22.9	18.7	24.0	3	3	4	4	38.9	32.3	26.6	21.8	27.8
Boston College		I	2	2	2	1	51.9	38.6	31.5	27.6	39.6	2	1	2	1	64.0	48.5	38.2	31.9	49.0
Brandeis University		I	2	2	3		52.4	37.8	29.5	----	41.8	2	2	4		63.8	47.2	34.5	----	50.8
Bridgewater State College		IIA	3	2	1	2	39.0	34.6	30.2	23.7	34.9	3	2	1	2	47.0	42.0	36.9	29.4	42.3
Bristol Community College	4	III	3	3	2	2	35.0	29.6	26.3	22.3	30.5	5	5	5	5	35.0	29.6	26.4	22.4	30.5
Bunker Hill Community Coll.		III	3	3	3	3	34.1	29.6	25.8	21.9	28.6	3	3	3	3	41.4	36.1	31.7	27.2	35.0
Cape Cod Community College		III	2	3	2	1	35.9	30.2	27.5	24.7	31.7	3	3	2	1	43.0	35.2	33.3	30.0	37.8
Chamberlayne Junior College		III			4		----	----	21.5	----	22.5			5		----	----	25.5	----	26.7
Clark University		IIA	1	1	2		48.5	36.2	29.3	----	38.2	1*	1	2		60.4	45.5	34.6	----	47.1
College of the Holy Cross		IIB	1*	1	1	1	46.2	34.8	27.1	22.8	33.7	1*	1	1	2	58.4	43.2	31.7	26.7	41.3
Coll.of Our Lady of the Elms		IIB		4	3		----	25.7	23.4	----	24.4		4	3		----	30.6	28.0	----	29.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACU				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
30.	ALL	ALL	60.						40	43	23	8	12	28	35	7	42.8	36.0	30.1	24.4	41.4	34.5	29.5	22.3
24.	73.		38.	13.	8.4	10.6	9.1	10.3	7	2	5	3	4	3	8	5	----	----	----	----	----	----	----	----
27.	93.	89.	14.						13	6	13	1	2	3	8	3	----	----	25.5	----	----	----	23.2	----
30.		42.	23.		----	13.6	10.2	----	2	10	7		2	2	6	5	----	----	22.4		----	----	23.7	----
13.	75.	17.			8.5	6.3	5.7	----	3	7	4		5	11	11	5	----	25.2	----		----	26.5	----	----
19.									11	8	10	4	2	4	11	5	----	----	19.4	----	----	----	22.7	----
33.	97.	91.	56.	30.					25	21	15	6	8	12	26	14	35.7	29.5	25.7	21.4	33.8	28.5	25.5	21.4
28.	93.	66.	53.						20	16	15	2	9	16	21	6	41.3	31.9	26.7	----	40.1	32.9	27.6	----
30.	ALL	ALL	53.						11	8	9	2	3	7	10	2	----	30.3	33.3	----	----	28.3	27.7	----
31.	ALL	95.	90.	13.					41	39	22	6	15	25	17	10	43.9	34.4	29.5	23.0	42.1	33.0	28.0	21.7
27.									5	5	10	1	2	5	11		----	----	24.6	----	----	----	22.8	
26.	95.	77.	55.	17.					57	40	32	6	5	8	21	12	----	31.8	28.4	23.8	----	29.9	26.2	23.6
30.			13.						2	1	4	2			4	3	----	----	----	----			----	----
25.	ALL	71.	7.		7.3	7.2	7.3	9.3	17	7	10	3	8	7	18	5	37.4	27.5	23.7	----	36.1	28.4	23.6	----
13.	ALL	93.	45.		9.6	9.6	8.7	----	21	7	3		4	7	8	2	----	29.9	----		----	27.9	----	----
30.	ALL	ALL	79.	11.					8	25	9	3	2	14	10	6	----	33.6	32.2	----	----	37.2	30.1	----
20.	ALL	70.	15.		15.1	14.7	13.8	13.6	12	5	11	3	7	18	15	6	38.3	----	25.6	----	37.9	----	24.8	----
30.					2.4	3.3	7.6	8.8	5	6	5	1	3	2	15	8	----	----	----	----	----	----	----	----
18.	96.	6.							275	81	97	9	21	26	41	8	60.1	41.4	34.1	26.9	55.5	37.9	31.9	26.6
20.	65.	58.	19.		2.0	4.8	6.6	----	30	58	49		4	6	28	3	----	37.0	29.9		----	28.1	27.2	----
---					----	----	----	----	1	1	1	1		1			----	----	----	----		----		
19.																								
28.	90.	32.	6.		5.6	7.3	7.9	----	134	29	24	6	66	37	38	5	39.9	32.2	27.6	----	39.4	30.4	26.5	----
29.	93.	80.	71.	22.					39	42	31	7	16	14	28	16	47.2	36.2	31.9	25.2	41.6	35.2	29.3	24.3
20.	ALL	81.			7.8	6.4	8.5	----	9	20	16	1		7	12	4	----	29.8	23.4	----		28.6	22.7	----
19.									34				14				32.1				25.6			
26.	98.	64.	18.		3.6	4.9	6.8	8.3	71	46	12	2	34	41	10	2	39.1	33.9	27.6	----	38.6	33.4	25.2	----
30.																								
27.	57.	12.			7.3	7.7	17.4	----	11	22	18	1	3	4	8	5	----	----	25.1	----	----	----	24.8	----
28.	90.	85.	47.	36.					38	47	29	9	3	13	22	13	----	31.5	26.8	22.1	----	31.6	24.6	21.1
29.	99.	89.	57.	23.	6.2	5.3	3.3	16.8	87	77	113	11	22	38	94	20	41.9	35.5	29.0	23.3	41.6	35.0	27.6	21.5
23.	93.	74.	14.						39	28	45	1	4	10	14		----	38.3	31.6	----	----	42.7	30.7	
25.	ALL	98.	11.		8.0	8.3	9.3	8.1	419	344	175	35	41	95	86	48	52.9	38.2	31.9	26.5	51.4	37.0	29.7	20.8
25.	98.	82.	16.		7.6	7.0	7.2	7.8	48	76	41	7	8	20	59	42	56.7	45.1	36.8	24.1	47.2	39.0	29.7	24.2
24.	99.	98.	13.		6.5	6.6	7.8	10.7	66	87	59	27	5	23	30	22	----	37.0	31.6	23.2	----	35.2	28.8	20.9
26.		83.	22.	13.	----	6.4	7.0	7.1	5	10	25	4		2	11	4	----	----	33.2	----		----	33.3	----
26.					----	5.5	----	----	4	8					3		----	----					----	
19.	ALL	ALL	6.		7.5	7.7	9.7		16	21	8		1	5	8		----	----	23.6		----	----	22.8	
26.	ALL	ALL	69.		10.2	13.8	7.3	----	27	17	10		2	8	3	3	----	31.0	----		----	29.6	----	----
26.					----	----	8.3	8.8	1	4	1	2	1	2	8	5	----	----	----	----	----	----	----	----
23.	ALL	ALL			6.7	12.3	15.3		78	11	24		5	9	19		----	37.5	29.7		----	37.0	30.0	
29.	ALL				7.1	----	----		10		1			3	1		----		----			----	----	
19.		ALL	18.		----	6.1	6.6	----	3	6	5	1	2	4	6	4	----	----	----	----	----	----	----	----
21.	ALL	97.	3.		6.2	8.0	7.7	----	20	24	25	3		7	13	1	----	31.4	27.3	----		30.4	25.2	----
22.	81.	79.	6.		13.2	13.7	11.5	----	36	26	20			3	11	3	----	----	37.7			----	34.6	----
16.									9	43	62	35	1	1	6	2	----	----	23.0	----	----	----	22.3	----
24.	98.	96.	16.		6.8	6.6	7.8	8.9	116	174	79	8	20	67	45	23	52.9	39.6	32.4	35.1	46.5	35.9	29.9	25.0
21.	99.	91.			6.0	6.5	7.7	----	139	55	49	2	8	21	18	1	52.6	38.4	29.8	----	49.5	36.0	28.8	----
21.	ALL	92.	38.		0.0	0.0	0.0	0.0	90	40	44	1	25	20	34	6	39.7	35.5	30.5	----	36.4	32.9	29.7	----
0.	ALL	90.	57.						22	12	8	2	18	9	13	7	36.2	29.2	27.7	----	33.6	30.2	25.5	----
22.	77.	61.	27.		0.0	0.3	0.6	0.3	33	16	12	13	15	12	21	17	35.1	30.9	25.2	22.4	31.9	27.8	26.1	21.6
19.	98.	63.	19.						31	9	7	3	9	10	9	8	36.3	30.6	28.4	----	34.5	29.8	26.9	----
19.					----	----	10.6	----	1	3	8	3	1	1	6		----	- --	21.9	----	----	----	21.0	
23.	ALL	94.			8.3	10.2	12.9		45	44	31	1	10	7	19		48.3	36.6	30.5	----	49.2	34.2	27.3	
23.	ALL	99.	9.		5.9	6.8	6.5	----	31	65	36	6		20	20	4	----	35.3	28.2	----		33.4	25.1	----
20.		44.	8.		----	6.0	6.0	----	2	2	5		3	7	21	4	----	----	----		----	----	----	----

APPENDIX I	NOTES	(1) INSTCATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MASSACHUSETTS(CONTD)																				
Dean Junior College		III	4	3	4	5	30.9	30.1	21.5	18.2	23.5	4	3	4	4	40.2	37.4	27.2	23.0	29.8
Emerson College		IIA	1	1	1		48.6	38.0	30.0	----	37.0	1*	1*	1		60.1	48.2	36.8	----	46.1
Emmanuel College		IIB	2	3	2	3	34.5	28.2	24.2	20.3	27.2	2	3	3	3	42.5	34.1	28.8	23.6	32.8
Episcopal Divinity School		IIB	5				22.5		----		22.3	4				35.2		----		35.0
Fitchburg State College		IIB	1	1	1*	1	38.5	33.7	29.1	24.2	32.3	2	1	1*	1	46.9	41.0	35.6	29.3	39.3
Gordon College		IIB	3	3	3		32.4	27.7	23.1	----	28.7	2	2	2		42.5	35.6	29.4	----	37.2
Gordon-Conwell Theol. Sem.		IIA	4	3	5		35.9	31.3	24.0		31.0	4	4	5		41.6	36.6	29.2		36.3
Hampshire College		IIB	1	1	1		40.5	32.2	26.5		32.1	1	1	2		51.5	39.3	30.8		39.0
Harvard University		I	1*	3	1	5	69.7	36.9	34.0	19.8	52.3	1*	3	1	5	84.1	44.6	41.1	23.9	63.2
Massachusetts Inst. of Tech.		I	1*	1*	1*	1	62.4	43.9	35.7	25.9	51.2	1*	1*	1*	1	78.0	55.3	45.4	34.2	64.4
Merrimack College		IIB	1	1	1		39.0	32.6	26.1		30.5	2	1	1		47.6	40.9	31.6		37.6
Mount Holyoke College		IIB	1	1	1	2	45.9	34.0	26.7	21.6	34.9	1	1	1	2	56.1	42.2	32.7	26.1	42.8
North Shore Comm. College	62	III	2	3	3	3	36.6	29.5	25.2	21.7	29.5	2	3	3	3	44.3	36.1	31.0	27.1	36.1
Northeastern University	63	I	3	2	2	4	49.5	37.9	31.8	22.2	39.0	2	1	1	3	62.0	48.7	40.0	29.0	49.4
Regis College		IIB	2	2	2		35.3	29.4	25.2	----	28.7	2	2	2		41.9	35.4	30.9	----	34.4
Roxbury Community College		III	3	2	3	4	34.8	30.6	24.8	20.4	28.9	3	3	3	4	42.9	37.5	30.7	25.6	35.7
Simmons College		IIA	1	1	1	1	46.7	36.0	29.8	26.4	36.9	1	2	2	1	56.5	43.9	35.3	32.9	44.6
Smith College		IIA	1*	1	2	3	50.6	36.6	28.6	21.3	39.3	1*	1	2	3	62.3	45.6	34.6	25.7	48.3
Southeastern Mass.University	64	IIA	2	2	1		42.0	34.6	30.4	----	37.6	2	1	1*		54.3	44.8	39.7	----	48.7
Springfield College		IIA	4	4	5	5	36.8	29.2	23.3	17.3	28.1	4	4	5	5	43.7	34.6	27.7	20.8	33.4
Springfield Tech.Comm.Coll.		III	2	3	2	2	35.6	30.5	27.0	23.5	30.3	3	3	2	2	43.6	37.3	33.1	28.7	37.1
Stonehill College		IIB	2	2	2		35.8	29.4	25.2		29.5	2	2	1		44.6	37.0	31.5		36.9
Suffolk University		IIA	1	1*	1	1	48.4	38.5	29.7	25.8	39.9	1	1	2	2	57.7	46.1	35.0	29.5	47.5
Tufts University	65	I	2	2	2		51.2	38.1	32.1		40.3	2	2	2		63.2	46.8	39.2		49.6
Univ. Massachussets-Amherst	125	I	2	1	2	1*	52.6	41.3	32.4	29.3	44.5	2	1	2	1*	63.2	49.9	39.5	36.1	53.7
Univ. Massachusetts-Boston		IIA	1*	1*	1*		51.0	42.0	34.5	----	42.2	1*	1*	1*		61.4	51.0	42.0	----	51.1
Wellesley College		IIB	1*	1*	1*	1*	54.9	37.8	31.7	25.9	40.0	1*	1*	1*	1*	70.1	48.3	39.6	31.6	50.7
Western New England College		IIA	1	2	1	2	45.9	35.1	30.0	23.7	36.5	2	2	2	3	54.4	42.4	36.0	27.0	43.6
Wheaton College		IIB	1	1	1		44.4	33.6	26.4	----	36.3	1	1	1		53.7	40.3	31.8	----	43.7
Wheelock College		IIB	2	2	3	2	37.2	28.8	22.8	22.0	27.2	2	2	4	2	45.8	34.9	26.7	24.6	32.4
Williams College		IIB	1*	1*	1*		52.2	36.3	29.3		39.3	1*	1*	1*		65.1	44.9	37.4		49.4
Worcester Polytechnic Inst.		IIA	1	1*	1*		48.7	38.6	34.3		41.0	1*	1*	1*		60.7	48.8	41.7		51.2
MICHIGAN																				
Adrian College		IIB	3	4	4		31.4	24.8	20.8	----	26.2	3	3	3		40.5	32.2	26.9	----	33.9
Albion College		IIB	1	1	2	3	39.8	31.8	25.5	20.2	31.9	1	1	2	3	49.6	39.8	30.6	24.0	39.3
Alma College		IIB	2	2	3		36.5	29.9	24.0	----	31.2	2	2	3		47.1	37.8	28.2	----	39.4
Aquinas College		IIB	3	2	3		32.4	29.6	22.8	----	27.0	3	2	3		40.5	37.6	27.7	----	33.6
Calvin College		IIB	2	2	2	2	34.8	30.2	25.8	21.8	32.3	2	2	1	2	43.0	38.0	31.7	25.7	39.9
Central Michigan University		IIA	2	2	2	2	41.4	34.8	28.9	22.8	33.9	2	2	1	2	52.3	44.4	37.0	28.9	43.1
Concordia College		IIB	4	4	4		28.4	24.7	21.7	----	24.6	4	4	3		33.3	29.8	27.0	----	29.6
Cranbrook Academy of Art	PNA	IIB																		
Detroit Coll. of Bus.-Main		IIB									26.3									32.6
Eastern Michigan University		IIA	3	2	2	1	39.1	33.9	28.5	25.1	34.2	3	2	2	1	48.9	42.6	35.9	31.8	42.8
Ferris State College		IIB	2	1	1	1	37.1	31.8	28.2	25.0	30.9	2	1	1*	1*	46.7	40.5	36.1	32.5	39.4
Grand Rapids Baptist College		IIB	5	5	5		25.8	22.8	19.1		21.3	4	4	5		34.4	28.2	23.5		26.8
Grand Valley State College		IIA	3	2	4		39.4	33.2	25.9	----	34.1	3	2	3		48.6	41.2	32.6	----	42.3
Hope College		IIB	2	2	2	2	35.2	30.9	24.1	20.9	29.8	2	1	1	2	46.8	39.8	31.8	26.2	39.0
Jordan College		IIB			5	5	----		18.8	15.1	15.7			5	5	----		21.0	16.8	17.5
Kalamazoo College		IIB	2	2	2		38.1	28.9	25.7	----	33.0	2	2	1		46.1	37.6	33.0	----	41.0
Lake Superior State College		IIB	2	2	1	1	35.3	31.2	26.7	22.5	29.9	2	2	1	1	44.0	38.3	33.7	28.1	37.1
Madonna College		IIB	2	3	3	2	34.3	27.1	23.1	21.4	24.8	3	4	4	2	39.2	31.1	26.7	24.7	28.6
Marygrove College		IIA	5	5	5	5	28.0	23.4	18.9	16.5	20.9	5	5	5	5	31.1	26.7	21.6	18.9	23.8
Mercy College of Detroit		IIB	3	4	4	4	31.5	25.4	21.0	18.6	23.4	3	4	4	4	36.8	30.7	24.7	21.9	27.8
Michigan State University	3	I	4	4	3	3	46.1	34.8	29.7	22.8	39.2	3	3	2	2	56.6	43.7	37.7	29.6	48.6
Michigan Technological Univ.		IIA	1*	1	1	2	4[illegible]2	36.4	30.5	22.8	36.5	1*	1	1	2	61.7	45.7	38.3	28.8	45.8
Nazareth College		IIB		3	4	3	----	26.3	21.6	19.7	24.6		4	4	4	----	28.8	24.0	21.5	27.1
Northern Michigan University		IIA	3	2	4	3	39.5	33.0	25.2	21.4	31.9	2	2	3	3	51.2	42.1	32.4	27.4	41.2
Northwestern Michigan Coll.		III	2	3	3	3	36.8	30.3	26.1	21.9	29.8	2	3	2	3	45.3	37.8	32.9	27.8	37.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.	86.	91.	20.						6	10	18	4	1	1	17	6	----	----	21.8	----	----	----	21.2	----
25.	86.	61.	6.		7.3	11.0	8.6	----	18	14	22	1	4	9	14	2	----	38.2	30.1	----	----	37.6	29.8	----
21.	ALL	76.	9.		6.3	9.3	8.5	9.3	6	10	3	1	4	15	8	8	----	30.0	----	----	----	27.0	----	----
57.	ALL								13				3		1		----				----		----	
22.	ALL	97.	69.		0.7	2.5	2.3	3.1	45	36	50	10	16	23	37	14	39.0	34.5	29.6	24.4	37.1	32.4	28.5	24.0
29.	81.	33.			8.1	9.3	10.8	----	28	14	8	1	3	1	4	3	----	----	----	----	----	----	----	----
17.	ALL	83.	25.		15.2	----	17.0		13	6	7				1		----	----	----				----	
22.					5.8	8.3	10.2		11	14	13		3	20	9		----	33.5	27.0		----	31.3	25.7	
21.	98.	1.							495	116	200	18	35	36	69	6	70.3	38.3	34.5	20.8	60.6	32.4	32.6	16.8
26.	ALL	60.			8.3	8.8	10.2	9.1	524	183	143	34	26	25	34	6	62.8	44.5	35.8	26.4	55.2	39.6	35.0	23.0
23.	ALL	ALL	17.						13	43	38		2	6	15		----	32.7	26.5		----	31.8	25.1	
22.	96.	95.	1.		4.9	5.2	6.4	----	44	21	29	1	27	20	38	5	45.7	33.7	26.6	----	46.2	34.3	26.8	----
22.	ALL	91.	52.	19.					35	17	9	8	10	18	16	19	37.2	31.1	26.0	21.5	34.4	28.1	24.7	21.9
27.	97.	86.	10.		5.1	5.3	6.1	5.7	206	201	167	6	22	76	78	12	49.9	38.6	32.4	21.1	45.9	36.1	30.3	22.8
20.	ALL	90.	31.		5.3	6.1	6.3	----	3	1	3		11	19	13	3	----	----	----		----	----	----	----
23.	59.	38.	56.						12	15	8	4	5	11	8	5	----	31.5	26.0	----	----	29.4	23.5	----
21.	93.	73.			7.0	7.5	8.3	6.1	32	14	12	5	23	35	41	6	46.0	36.7	27.7	----	47.7	35.7	30.4	----
23.	99.	83.	8.		6.0	8.8	7.1	3.2	78	43	33	4	27	34	39	8	50.8	36.5	28.7	----	50.1	36.7	28.6	----
30.	99.	88.	32.		0.3	0.3	2.8	----	144	57	29	1	24	26	18		42.4	35.1	31.3	----	39.6	33.5	29.0	
19.	ALL	94.	43.		7.0	7.0	7.0	7.0	31	22	19	12	5	10	11	6	----	29.9	23.4	17.4	----	27.5	23.0	17.1
22.	97.	90.	44.	3.	0.0	0.5	0.4	0.6	52	23	25	6	15	19	23	25	36.3	30.6	27.7	24.5	33.4	30.3	26.3	23.2
25.	ALL	91.	3.		5.8	4.1	7.0		17	38	19		4	7	12		----	29.6	25.2		----	28.7	25.2	
19.					9.9	7.0	4.5	11.2	78	53	27	6	11	16	20	6	49.2	39.1	31.4	26.4	42.7	36.8	27.3	25.2
23.	94.	86.			6.0	7.3	8.1		109	109	79		14	43	32		51.4	39.2	32.1		49.2	35.3	32.0	
21.	97.	86.	6.	22.	7.8	7.8	8.6	11.2	577	269	143	6	52	84	90	3	52.9	41.8	33.2	----	49.5	39.8	31.2	----
21.	98.	94.	24.		6.1	6.2	6.3	----	130	135	53		31	67	57	1	52.1	42.6	34.8		46.5	40.9	34.2	----
27.	ALL	94.			5.9	6.9	6.9	----	33	32	40	1	37	21	38	6	55.7	37.7	32.1	----	54.1	38.0	31.3	----
19.	96.	78.	26.		5.8	6.9	6.8	----	40	41	25	9	5	4	6	3	----	----	30.1	----	----	----	29.6	----
21.	95.	88.			14.5	16.1	15.3		27	7	10		12	10	14	2	45.2	33.5	24.9		42.5	33.7	27.4	----
19.	ALL	75.			5.1	5.4	9.4	----	4	2	2	1	4	10	11	7	----	----	----	----	----	----	----	----
26.	ALL	ALL			6.8	7.8	7.9		72	15	58		3	11	28		----	36.9	29.5		----	35.4	28.8	
25.	93.	81.	6.		4.9	4.3	7.5		68	64	42		1	6	6		----	39.0	34.5		----	33.5	32.9	
29.	90.	80.	63.		8.3	5.4	7.6	----	23	10	12	3	6	5	7		31.5	----	21.1	----	31.3	----	20.3	
23.	ALL	93.	29.		4.9	6.9	7.7	----	32	24	25	2	4	6	9	4	----	32.9	26.3	----	----	27.1	23.4	----
26.	ALL	79.	18.		6.2	9.5	13.0		27	11	12		2	3	5	1	----	----	----		----	----	----	----
24.	ALL	91.	12.		4.0	5.7	5.1	----	15	16	12	5		6	14		----	29.5	23.3	----		29.8	22.3	
24.	88.	23.			5.5	7.1	8.2	----	123	25	22	4	15	6	12	2	34.8	30.3	26.2	----	34.9	30.0	25.2	----
27.	95.	87.	39.	5.	5.9	6.5	6.3	5.8	171	117	123	32	31	25	67	29	41.9	34.9	29.9	23.6	39.0	34.2	27.1	21.9
20.	ALL	77.	25.						9	10	5	2		3	3		----	----	----	----		----	----	
24.																								
25.	98.	86.	41.	13.	5.9	6.9	6.9	5.8	231	107	77	10	50	47	65	13	39.6	34.5	29.4	27.7	36.8	32.5	27.5	23.1
27.	97.	84.	56.	69.	5.0	5.0	5.0	5.0	95	151	117	27	2	26	38	8	----	32.0	28.7	25.6	----	30.6	26.6	23.1
26.	83.	88.	31.		----	7.4	10.9		6	8	11				5		----	----	----				----	
24.	95.	81.	21.		6.2	6.8	6.5	----	71	74	17	1	6	26	16	3	39.7	33.6	26.2	----	36.0	31.9	25.5	----
31.					5.6	6.0	6.2	7.3	48	40	34	3	1	12	11	4	----	30.9	24.4	----	----	30.9	23.1	----
11.					----		0.0	1.1	1		5	13			2	30	----		----	14.7			----	15.2
25.	ALL	83.	9.		6.6	7.4	8.2	----	34	17	8	1	2	6	3		----	27.8	----	----	----	31.9	----	
24.	96.	85.	41.		7.3	6.6	7.6	9.0	23	33	18	10	2	8	11	3	----	31.4	27.2	----	----	30.3	25.9	----
15.	22.		3.		9.0	7.6	7.2	7.5	4	7	16	6	5	8	17	13	----	28.1	23.6	22.5	----	26.2	22.7	20.8
14.	ALL	95.			----	9.2	8.3	9.3	2	7	3	1	4	14	8	9	----	24.3	----	----	----	23.0	----	----
19.	ALL	72.	8.		3.3	4.1	4.0	3.0	7	13	10		4	19	26	13	----	27.5	20.8		----	24.0	21.0	----
24.	99.	93.	7.		8.0	9.2	10.0	8.2	903	332	254	30	90	108	139	43	46.6	35.4	30.6	23.5	41.0	32.8	28.1	22.2
26.	99.	88.	23.		5.8	5.3	5.8	7.9	79	100	100	15	3	15	13	11	----	37.0	30.6	23.1	----	32.5	29.4	22.5
10.		80.	10.		----	11.1	9.7	----	1	4	4		3	11	6	6	----	----	----		----	----	----	----
29.	99.	95.	20.		6.3	6.6	7.5	13.1	125	54	19	11	10	23	35	18	39.7	33.5	26.0	22.4	37.5	31.6	24.7	20.8
25.	97.	95.	88.	61.	6.0	8.6	8.8	8.7	32	16	14	7	1	5	12	11	----	----	26.1	22.0	----	----	26.2	21.8

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
MICHIGAN(CONTD)																				
Oakland University		IIA	2	2	1	1*	43.9	36.4	29.7	27.2	35.5	1	1	1*	1*	56.8	45.4	39.1	35.9	46.4
Olivet College		IIB	4	4	5		27.6	23.6	18.4	----	21.8	4	4	5		35.7	28.7	22.2	----	26.8
Reformed Bible College		IIB					----	----	----		22.7					----	----	----		28.2
Siena Heights College		IIB		4	3			24.7	23.4	----	23.4		4	3			30.5	27.4	----	27.9
Spring Arbor College		IIB	5	5	4		25.8	23.2	20.4	----	22.5	5	4	4		31.1	28.2	24.3	----	27.0
University of Detroit		I	5	4	5	5	37.4	33.2	27.2	19.6	32.3	5	4	4	5	45.7	40.9	33.9	24.7	39.7
Univ.of Michigan-Ann Arbor		I	1	1	1	3	55.9	41.8	34.7	23.6	45.6	2	1	1	2	67.3	51.6	43.2	30.2	55.5
Univ.of Michigan-Dearborn		IIA	2	4	2		40.7	30.9	27.9		32.7	2	3	2		50.2	38.7	35.2		40.8
Univ.of Michigan-Flint		IIA	2	2	3		41.5	34.1	27.2	----	31.9	2	2	2		51.1	42.5	34.3	----	39.9
Wayne State University	4	I	3	3	2	3	48.2	36.7	31.3	23.1	38.6	3	3	2	4	58.7	45.3	38.2	26.7	47.1
Western Michigan University		I	5	4	4	4	41.1	33.4	28.0	20.7	35.0	5	4	4	4	50.8	41.5	35.0	26.4	43.5
MINNESOTA																				
Augsburg College	1	IIB	4	4	4	4	29.1	24.4	21.5	17.7	24.8	3	4	4	4	37.8	30.3	26.2	20.7	31.1
Bemidji State University	1	IIA	3	3	5	5	39.7	31.5	24.6	18.9	31.0	3	3	3	4	49.1	39.3	32.3	24.6	39.2
Bethel College		IIB	3	3	3	2	32.2	26.8	22.9	20.6	26.6	2	2	2	2	41.6	35.0	29.3	25.6	34.2
Carleton College		IIB	1	1*	1	1	45.7	36.6	27.7	23.6	37.8	1	1	1	2	54.5	43.1	32.4	27.0	44.7
College of Saint Benedict		IIB	2	2	2	2	36.1	28.7	24.4	20.9	26.4	2	2	2	2	45.7	36.7	31.0	24.8	33.4
College of St. Catherine		IIB	2	2	2	2	35.1	29.3	24.5	21.1	27.7	2	2	3	2	41.6	35.0	28.8	24.7	32.8
College of St. Scholastica		IIB		3	2	1	----	27.1	24.1	22.5	24.7		3	3	1	----	32.0	27.9	27.9	29.4
College of Saint Thomas		IIA	2	2	2	2	42.9	34.2	28.3	22.5	31.0	2	3	3	3	49.9	40.1	33.4	26.6	36.4
Concordia College-Moorhead		IIB	2	2	2	3	36.6	30.3	24.3	18.9	28.9	2	2	2	4	43.5	37.9	29.2	22.0	34.8
Gustavus Adolphus College		IIB	2	2	2	2	37.7	31.0	25.2	21.4	30.6	2	2	2	2	46.9	38.1	30.3	25.8	37.5
Hamline University		IIB	3	4	3		32.3	25.6	22.6		28.3	3	4	3		40.7	31.3	28.0		35.3
Macalester College		IIB	1	1	1	1	44.6	32.6	25.9	22.7	35.9	1	1	2	2	52.3	38.9	29.8	26.4	42.2
Metropolitan State Univ.	1	IIB	1	1	1		40.5	34.7	28.1		34.0	1	1	1		48.3	41.5	33.6		40.7
Minneapolis Coll.Art&Design		IIB	3	3	4	5	32.2	26.8	21.9	17.2	24.8	3	3	4	5	39.2	31.8	24.9	19.4	29.2
Minnesota Bible College		IIB	4				29.8				29.8	4				34.2				34.2
Moorhead State University		IIA	2	2	3	4	42.1	33.8	27.3	20.7	33.3	2	2	3	3	51.1	41.3	33.7	26.3	40.8
Northwestern College		IIB	3	4	3		30.7	25.4	22.7	----	24.9	3	4	3		36.8	30.7	27.2	----	29.9
St. Cloud State University	1	IIA	2	3	2	4	42.2	32.5	27.6	19.7	34.2	2	2	2	4	51.9	40.7	34.8	25.4	42.5
St. John's University		IIB	1	1	1	2	40.1	33.4	26.7	21.8	30.5	1	1	1	2	52.5	41.8	32.2	25.3	37.8
Saint Mary's College		IIA	4	5	5		34.8	27.5	23.2	----	28.9	4	5	5		41.4	32.7	27.1	----	34.2
St. Olaf College		IIB	1	1	2	2	40.7	32.2	25.3	22.2	30.9	1	1	2	2	50.1	38.8	29.6	26.0	37.1
St. Paul Bible College		IIB		4	4	4	----	25.0	21.9	18.7	22.6		3	3	4	----	31.9	27.1	21.1	27.5
Southwest State University	1	IIB	1	1	1		42.6	33.9	27.7	----	35.9	1	1	1		52.9	41.8	34.6	----	44.5
Univ. Minnesota-Twin Cities		I	3	3	2	2	50.2	36.4	31.3	24.8	41.9	2	2	2	1	62.0	45.9	39.7	31.8	52.3
Univ. Minnesota-Duluth		IIA	1	2	2	2	44.4	34.9	28.3	23.5	34.2	1	2	2	1	55.5	44.0	36.0	30.2	43.2
Univ. Minnesota-Morris		IIB	1	1	1	1	42.3	32.1	26.6	22.8	30.7	1	1	1	1	53.0	40.6	33.9	29.3	39.0
Univ. Minn.Tech.C.-Crookston		III		2	1	2	----	32.6	28.4	23.3	29.4		1	1	2	----	41.3	36.1	29.9	37.3
Univ. Minn.Tech.Coll.-Waseca		III		2	1		----	30.9	27.9	----	29.6		2	1		----	39.3	35.6	----	37.7
MISSISSIPPI																				
Alcorn State University		IIB	4	4	4	5	29.6	25.2	20.5	16.2	20.8	3	4	4	5	36.9	31.4	25.5	20.1	25.8
Belhaven College	PNA	IIB																		
Delta State University		IIA	5	5	5	5	32.5	27.5	23.1	19.2	25.6	5	5	5	5	38.7	32.7	27.7	23.1	30.6
Millsaps College		IIB	2	3	2		35.2	28.5	24.2	----	28.8	2	3	3		43.3	34.5	28.1	----	34.8
Mississippi State University		I	5	5	5	5	39.5	31.2	26.3	19.8	32.7	5	5	5	5	47.3	37.6	31.7	24.2	39.3
Mississippi Univ. for Women	1	IIA	5	5	5	4	30.5	24.3	23.0	19.8	25.0	5	5	5	4	36.8	29.4	27.8	24.0	30.2
Mississippi Valley St. Univ.		IIB	4	4	4	5	28.4	24.9	21.2	17.3	23.2	4	4	4	4	34.2	30.1	25.7	21.2	28.1
Reformed Theological Sem.		IIB	3				34.1	----	----		33.2	2				41.5	----	----		39.8
University of Mississippi		I	5	5	5	5	38.6	30.6	25.0	18.7	30.5	5	5	5	5	46.0	36.6	29.9	22.7	36.5
Univ.of Southern Mississippi		I	5	5	5	5	40.4	31.6	26.7	19.9	30.7	5	5	5	5	47.8	37.5	31.8	23.9	36.4
MISSOURI																				
Avila College		IIB	4	3	4	2	29.1	26.7	21.0	21.2	24.8	4	4	5	3	33.0	30.4	23.4	23.6	28.0
Central Bible College		IIB		4	5	5	----	23.6	19.6	16.0	21.4		5	5	5	----	26.2	22.1	18.5	24.0
Central Christian Coll.Bible		IIB					----	----			22.5					----	----			24.8
Central Methodist College		IIB	4	4	3	4	27.2	25.1	22.4	18.5	23.5	4	4	4	4	32.7	29.1	25.6	21.4	27.4
Central Missouri State Univ.		IIA	4	3	3	4	36.4	31.5	26.4	20.4	30.5	4	4	4	4	42.4	36.8	31.0	24.1	35.8
Columbia College		IIB	5	5	5	4	23.5	22.9	19.6	17.6	21.0	5	5	5	5	26.8	26.7	22.9	20.2	24.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
31.	ALL	95.	6.		6.7	7.0	8.0	7.0	89	111	54	5	10	26	42	11	44.4	34.7	30.9	----	38.9	33.0	28.1	----
23.	ALL	11.	6.		7.2	7.4	10.0	----	8	7	10	1		2	6	1	----	----	18.0	----		----	19.2	----
24.					----	----	----		4	3	2				2		----	----	----				----	
19.						8.8	9.2	----		10	18	2		7	10	1		25.3	23.6	----		23.9	23.0	----
20.	ALL	72.	29.		7.9	8.5	9.4	----	9	14	12	2		4	2	2	----	----	----	----		----	----	----
23.	95.	81.	25.						65	58	50	1	9	16	19	7	37.8	34.9	28.6	----	34.5	27.0	23.6	----
22.	97.	87.			8.6	9.3	10.3	----	768	263	271	1	63	80	114	9	56.7	43.1	35.7	----	47.2	37.6	32.2	----
25.	ALL	90.			7.0	7.2	8.2		53	44	22		6	15	10		41.2	31.2	29.4		36.8	29.9	24.7	
25.	ALL	81.			5.3	5.6	5.4	----	30	40	23	1	8	12	15		42.2	34.3	28.2	----	38.9	33.5	25.7	
22.	99.	89.	34.		5.8	6.8	7.7	4.9	276	230	80	3	30	76	68	8	48.4	36.6	31.9	----	46.1	37.0	30.5	----
24.	99.	88.	32.		7.2	7.8	7.6	7.8	278	194	92	11	31	55	56	19	41.4	33.7	29.5	23.0	38.3	32.1	25.4	19.4
26.	ALL	85.	16.		7.9	8.3	9.4	----	26	13	13	3	4	7	12	3	----	24.5	22.0	----	----	24.3	20.9	----
26.	ALL	81.	44.						78	39	43	9	7	8	27	17	40.6	32.3	25.5	19.1	29.6	27.7	23.1	18.7
29.	90.	70.		6.					28	27	16	8	3	6	8	8	----	26.9	22.9	20.6	----	26.1	22.8	20.7
18.	ALL	83.	2.		5.7	6.9	8.0	8.0	70	11	28	4	7	7	17	6	45.8	37.4	27.6	----	44.9	35.5	27.9	----
26.	ALL	94.	31.						5	16	18	4	4	19	27	9	----	28.5	24.3	----	----	28.9	24.4	----
18.	ALL	95.	17.		6.0	5.7	6.0	----	9	19	7	6	6	23	22	7	36.0	29.2	25.5	21.5	33.9	29.4	24.2	20.9
19.		71.	22.		----	7.3	8.6	8.3	1	13	11	10	3	4	16	17	----	----	26.0	23.2	----	----	22.8	22.1
17.	84.	89.	29.	4.					22	47	68	17	3	9	27	9	----	34.6	29.3	23.9	----	32.0	26.0	21.8
21.	ALL	97.	38.		5.5	5.4	8.5	5.8	43	29	27	11	2	7	18	8	----	30.5	25.2	19.5	----	29.4	22.9	18.5
23.	98.	98.	22.		5.7	5.0	7.7	6.2	38	39	23	5	2	13	14	7	----	31.7	25.7	----	----	28.9	24.4	----
25.	98.	83.			4.0	4.0	4.0		38	17	8		2	6	9		----	25.5	21.6		----	25.8	23.5	
17.	ALL	ALL	15.		8.6	8.6	11.0	11.7	48	21	15	3	6	6	12	5	44.8	33.4	25.5	----	42.4	29.9	26.4	----
19.	89.	73.	27.		4.5	5.6	6.2		5	8	3		4	3	8		----	----	----		----	----	----	
17.	29.	5.			3.2	3.5	9.1	----	6	17	5	3	1	4	11	3	----	----	----	----	----	----	----	----
15.									6								----							
22.	97.	87.	51.		5.6	7.2	6.3	5.8	84	39	62	12	13	23	41	8	42.2	34.0	27.5	21.5	41.1	33.3	27.0	19.7
20.					3.8	3.4	5.2	----	8	9	12	2		5	7		----	----	23.8	----		----	20.8	
24.	98.	71.	50.						174	76	82	18	23	22	43	23	42.3	33.0	28.4	20.1	41.3	30.9	26.0	19.4
24.	93.	ALL	24.		7.2	6.4	6.7	6.5	14	40	30	9	1	7	8	2	----	34.3	27.1	----	----	28.1	25.2	----
18.	96.	70.	6.		11.4	9.3	7.4	----	24	18	10	2	2	5	6	1	----	----	24.7	----	----	----	20.9	----
20.	ALL	ALL	19.		5.8	6.5	7.0	6.7	54	54	41	7	4	17	43	15	----	32.6	25.4	22.3	----	31.0	25.1	22.2
21.		67.	25.		----	3.0	7.0	----	4	6	10	5	1		2	3	----	----	----	----	----		----	----
24.	ALL	79.	31.		4.6	5.5	7.8	----	41	26	20	1	2	7	6		----	34.1	28.4	----	----	33.3	25.5	
25.	99.	93.	13.		5.9	6.7	6.8	7.8	734	346	209	8	88	127	143	17	50.7	37.0	32.7	26.7	45.9	34.8	29.3	23.9
26.	96.	95.	30.		4.9	5.4	6.8	6.7	71	85	57	18	1	27	36	6	----	35.7	28.9	23.7	----	32.4	27.4	23.1
27.	95.	ALL	37.		5.3	4.4	7.4	5.3	20	21	17	15	2	3	10	7	----	----	26.9	23.1	----	----	26.0	22.3
27.		ALL	81.		----	5.3	5.1	5.6	1	15	19	3		1	7	3	----	----	28.9	----		----	26.9	----
27.		ALL	44.		----	4.6	4.5		3	12	12			1	4	1	----	----	----			----	----	----
24.	82.	28.	15.		2.6	2.6	2.6	2.6	10	22	28	27	7	7	20	31	28.6	25.1	20.6	16.1	31.1	25.6	20.3	16.3
19.	79.	26.	15.		0.0	0.0	0.0	0.0	44	19	27	19	8	8	19	21	32.7	27.5	23.7	20.1	31.5	27.4	22.2	18.4
21.	ALL	87.	14.		6.8	5.4	7.2	----	19	22	17		1	8	4	2	----	29.0	----		----	27.2	----	----
20.	90.	70.	23.	2.					323	172	126	23	22	33	44	26	39.7	32.1	27.0	22.3	35.6	26.6	24.0	17.7
21.	97.	86.	40.		0.4	0.8	1.3	0.0	16	2	8		13	12	22	18	31.2	----	22.1		29.5	----	23.3	----
21.	78.	60.	33.		0.0	0.0	0.4	1.3	18	19	29	5	5	1	19	5	----	----	21.7	----	----	----	20.4	----
20.					3.9	----	----		8	5	2						----	----	----					
20.	95.	81.	28.		0.0	0.4	0.6	0.9	125	99	71	19	8	16	32	26	39.1	30.6	25.9	19.3	31.3	30.7	22.9	18.2
19.	93.	73.	21.		0.0	0.4	1.5	0.4	138	130	102	28	11	36	73	52	40.5	32.0	27.7	19.7	38.6	30.4	25.4	20.0
13.					4.0	4.8	7.4	8.5	5	11	3	6	3	11	6	6	----	25.5	----	20.4	----	27.9	----	21.9
12.									4	6	5	3		3	3	3	----	----	----	----		----	----	----
10.									5	1							----	----						
17.	ALL	59.			10.9	8.8	6.6	10.5	12	14	7	4		3	8	7	----	----	21.5	----		----	23.2	----
17.	99.	93.	58.	14.	6.4	7.7	8.3	9.0	125	95	74	20	17	19	32	24	36.7	31.7	27.0	21.1	34.1	30.5	25.0	19.7
15.	ALL	73.			4.3	3.8	6.2	----	4	6	8	2	5	5	4	4	----	----	----	----	----	----	----	----

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MISSOURI(CONTD)																				
Concordia Seminary		IIA	5	5	5		29.2	26.1	21.5		25.3	5	5	5		35.5	32.1	27.1		31.3
Culver-Stockton College		IIB	3	4	5		32.0	23.8	20.1	----	24.0	3	5	5		37.2	27.3	23.2	----	27.7
Drury College		IIB	3	2	3	3	33.3	30.9	22.9	19.8	28.5	3	2	4	3	40.5	37.4	26.6	24.0	34.2
Evangel College		IIB	4	4	4	5	27.7	25.5	20.8	16.0	22.1	4	4	4	5	32.8	30.3	24.4	19.4	26.1
Florissant Valley-St.LouisCC		III	1	2	2		39.5	32.7	26.4	----	33.8	2	2	3		45.9	38.3	30.9	----	39.4
Forest Park-St. Louis Comm.C		III	1	1	3	2	38.7	33.1	26.0	22.4	32.2	2	2	3	3	45.1	38.7	30.5	26.5	37.6
Fontbonne College		IIB	5	5	5		19.0	18.3	14.8	----	17.1	5	5	5		23.0	22.0	17.7	----	20.5
Hannibal-LaGrange College		III			5	5	----	----	20.0	17.6	20.0			5	5	----	----	24.5	22.0	24.7
Harris-Stowe State College		IIB	3	4	1		31.3	25.3	26.0	----	26.0	4	4	2		36.1	29.4	30.1	----	30.2
Kansas City Art Institute		IIB	3	4			31.7	25.6	----		27.6	3	4			37.9	30.6	----		32.8
Lincoln University	4	IIA	5	5	5	5	30.9	26.9	22.8	19.5	24.0	5	5	5	5	36.2	31.9	27.1	23.4	28.5
Lindenwood College		IIA	5	5	5		28.7	23.7	21.1	----	23.4	5	5	5		34.1	28.6	24.6	----	27.7
Maryville College		IIB	4	4	5		30.2	24.1	19.0	----	24.4	4	4	5		35.0	28.3	21.6	----	28.3
Meramec -St.Louis Comm.Coll.		III	2	2	3	3	37.9	32.4	25.8	22.2	32.4	3	3	3	4	44.1	37.8	30.5	25.9	37.9
Missouri Baptist College		IIB			5		----	----	16.2	----	17.4			5		----	----	19.7	----	21.4
Missouri Southern State Coll		IIB	2	1	1	1	37.8	32.0	27.1	22.9	29.8	2	2	2	2	42.5	36.1	30.6	25.9	33.6
Missouri Western State Coll.		IIB	2	2	1	2	35.6	31.3	26.1	21.0	28.3	3	2	2	3	40.0	35.2	29.5	24.1	32.0
Northeast Missouri St. Univ.		IIA	3	3	3	2	39.1	32.8	27.3	22.9	30.3	4	3	3	3	45.3	38.1	31.9	26.8	35.3
Northwest Missouri St. Univ.		IIA	3	3	4	3	38.3	32.4	25.8	22.0	29.6	4	4	4	3	44.6	37.9	30.4	26.1	34.7
Park College		IIB	5	5	5		25.7	20.2	16.5		20.3	5	5	5		30.7	24.2	19.3		24.2
Rockhurst College		IIB	2	2	2	2	36.4	28.8	25.3	21.8	28.3	2	3	2	3	42.7	34.1	29.0	24.2	32.9
Saint Louis Univ.-Main	6	I	4	4	5	3	45.1	32.7	27.4	23.3	35.8	4	5	5	4	52.0	38.1	31.7	27.3	41.5
School of the Ozarks		IIB	4	4	4		28.7	24.0	21.3		24.5	4	4	4		34.0	28.3	25.0		28.9
Southeast Missouri St. Univ.		IIA	3	3	3	2	37.8	32.1	27.3	23.0	30.8	4	4	3	3	43.6	37.1	31.6	26.8	35.6
Southwest Baptist University		IIB	4	5	4	3	28.2	21.2	20.3	20.1	22.8	4	5	4	2	35.0	27.1	26.2	25.9	28.9
Southwest Missouri St. Univ.		IIA	3	2	2	3	39.7	33.5	28.0	21.4	32.0	3	3	3	4	45.7	38.8	32.5	25.0	37.0
Stephens College		IIB									22.0									26.6
Tarkio College	10	IIB		5	4	4	----	22.1	21.0	17.5	20.5		5	4	5	----	26.4	25.1	20.4	24.3
Univ.of Missouri-Columbia		I	5	5	4	4	41.6	32.0	28.6	20.9	34.4	5	5	4	4	49.8	38.6	34.4	25.2	41.3
Univ.of Missouri-Kansas City		I	5	5	5	5	40.9	32.2	27.6	18.8	34.0	5	5	5	5	48.9	38.8	33.0	22.5	40.8
Univ.of Missouri-Rolla		IIA	1	2	1*		44.3	35.2	31.3	----	38.9	2	2	1		53.1	42.7	37.7	----	46.8
Univ.of Missouri-St. Louis		IIA	2	3	2	1*	42.1	32.6	27.5	29.6	33.5	2	3	3	1*	50.4	39.3	33.1	35.7	40.3
Washington University		I	2	2	3	4	51.2	37.1	29.7	21.2	42.2	2	3	4	4	62.2	44.9	35.3	25.6	51.1
Westminster College		IIB	3	3	3		32.9	27.0	23.1	----	26.8	3	3	3		40.6	32.6	27.4	----	32.3
William Jewell College		IIB	3	3	3	3	31.3	26.5	22.5	19.8	25.7	3	3	3	3	39.0	32.3	27.4	23.0	31.4
MONTANA																				
Carroll College	68	IIB	3	4	4		30.9	25.9	21.6		25.0	3	4	4		37.6	30.1	24.6		29.1
College of Great Falls		IIB	5	5	5		24.8	20.9	19.4	----	20.8	5	5	5		28.9	24.0	22.7	----	24.0
Eastern Montana College		IIA	5	5	5	4	31.3	27.4	23.3	20.0	26.7	5	5	5	4	37.5	33.1	28.3	24.5	32.2
Montana Coll.Min.Sci.& Tech.		IIB	1	2	2	2	39.3	31.3	25.8	21.4	31.7	2	2	2	2	46.8	37.5	31.1	26.0	38.0
Montana State University		IIA	3	4	3	4	38.5	30.9	26.1	20.4	31.4	4	4	4	4	45.6	36.9	31.5	24.8	37.5
Northern Montana College		IIA	5	5	4	4	31.5	27.7	24.9	20.3	24.9	5	5	4	4	37.5	33.1	29.8	24.6	29.9
Rocky Mountain College		IIB	4	4	5		28.8	23.9	20.0	----	23.2	4	4	5		34.1	28.2	23.2	----	27.0
University of Montana		I	5	5	5	5	33.7	27.5	24.3	20.2	30.1	5	5	5	5	40.3	33.1	29.4	24.7	36.2
Western Montana College		IIA	5	5	5		32.6	26.1	21.8		25.4	5	5	5		39.0	31.4	26.5		30.7
NEBRASKA																				
Bellevue College		IIB		5	4		----	23.1	20.4		21.5		5	5		----	27.2	22.7		24.5
Chadron State College		IIA	4	5	5	5	34.6	27.1	22.8	18.9	27.5	5	5	5	5	40.3	31.8	26.9	22.5	32.2
College of Saint Mary	1	IIB		4	3	3	----	24.2	22.5	20.2	22.6		5	4	3	----	27.5	25.1	22.8	25.3
Concordia Teachers College		IIA	5	5	5		24.5	22.3	17.6	----	22.1	5	5	5		30.2	27.9	22.0	----	27.4
Creighton University		IIA	1	2	3	4	44.3	33.1	26.2	20.8	31.8	2	4	4	5	50.2	37.7	29.5	23.1	36.1
Dana College		IIB	5	5	5		23.9	21.2	19.6	----	20.9	5	5	5		29.7	26.0	22.9	----	25.1
Doane College		IIB	4	4	4		29.9	25.5	21.5	----	24.7	4	4	4		35.2	30.0	24.8	----	28.8
Grace College of the Bible	4	IIB									17.7									21.6
Hastings College		IIB	4	4	4	4	29.7	25.7	22.2	17.9	24.2	3	3	3	4	36.8	31.5	27.5	20.9	29.7
Kearney State College		IIA	4	5	5	5	34.6	28.5	23.6	19.0	27.0	5	5	5	5	40.3	33.3	27.8	22.6	31.7
Midland Lutheran College		IIB	4	4	3	3	27.5	24.1	22.5	20.1	23.2	4	4	3	3	32.5	28.4	27.0	23.7	27.5
Nebraska Christian College		IIB					----	----			----					----	----			----

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
23.	86.	50.			4.0	4.0	4.7		7	14	10						----	----	----					
15.	90.	75.	20.		4.0	4.0	4.0	----	9	9	12	2	1	3	3		----	----	----	----	----	----	----	
20.	90.	53.			8.6	11.8	8.6	8.8	27	13	12	3	3	2	4	5	----	----	----	----	----	----	----	----
18.	93.	75.	60.		3.6	3.6	3.6	3.6	13	11	29	5	2	1	19	5	----	----	21.4	----	----	----	19.9	----
17.									30	36	15		28	17	13	4	53.0	34.1	26.6		25.0	29.7	26.3	----
17.									25	27	9	5	9	20	20	4	38.8	34.5	26.2	----	38.7	31.2	26.0	----
20.	ALL	65.			5.3	5.1	5.3	----	5	6	5	1	6	17	11	4	----	18.7	----	----	----	18.1	----	----
23.									2	2	12	2		1	6	5	----	----	21.2	----		----	17.7	----
16.	ALL	86.	85.		2.7	----	3.6	----	4	5	2	3	4	2	11		----	----	----	----	----	----	----	
19.	ALL	85.			6.0	5.6	----		14	13	2		2		2		----	----	----		----		----	
19.	87.	57.	25.						19	16	28	16	4	5	20	18	----	----	22.7	18.9	----	----	22.8	20.1
19.	90.	88.	32.		3.0	3.0	3.0	----	9	12	8		1	5	11	2	----	----	22.2		----	----	20.3	----
16.	62.	18.							15	6	2		6	11	18	1	30.0	24.0	----		30.6	24.2	----	----
17.									51	34	18	2	19	16	24	8	38.3	32.8	27.1	----	36.8	31.3	24.9	----
23.			83.		----	----	5.6	----	3	1	4	5		3	2		----	----	----	----		----	----	
13.	94.	81.	59.	4.	6.3	12.7	7.5	4.2	28	37	47	14	3	5	21	9	----	----	27.6	23.6	----	----	26.1	21.8
13.	ALL	90.	43.	6.	4.4	4.6	4.5	6.1	28	22	50	7	3	8	27	10	----	31.3	26.6	20.9	----	31.2	25.0	21.1
16.	ALL	85.	35.	19.	6.0	7.4	11.2	6.5	47	55	64	12	6	16	44	30	39.2	32.9	28.0	24.6	38.3	32.4	26.3	22.2
17.	95.	53.	37.						56	38	53	13	6	5	33	15	37.9	----	26.1	21.6	42.2	----	25.5	22.4
19.	ALL	25.	9.		4.3	5.5	7.8		8	7	6			1	5		----	----	----			----	----	
16.	87.	88.	23.						11	17	15	4	4	7	11	5	----	28.9	25.8	----	----	28.6	24.7	----
16.	99.	94.	19.	11.	5.4	5.4	7.0	5.8	116	61	36	9	17	33	22	27	45.8	33.1	27.1	22.9	40.2	32.1	27.9	23.5
18.	ALL	89.	31.		4.7	4.7	4.3		23	15	23		6	4	12		29.0	----	21.6		27.7	----	20.6	
16.	96.	84.	44.	13.	3.0	3.0	3.0	3.0	105	69	88	27	13	20	43	36	37.9	32.2	27.4	23.4	37.2	31.8	27.0	22.8
27.	82.	91.	50.		5.0	5.0	5.0	5.0	18	19	12	9	4	4	4	8	----	----	----	20.9	----	----	----	19.3
16.	97.	86.	41.	26.	6.3	7.3	7.5	8.1	170	114	81	46	15	33	49	34	39.8	33.8	28.5	21.4	38.4	32.6	27.2	21.4
21.																								
19.		11.			----	6.9	5.3	----	2	8	14	5		1	5	6	----	----	----	----		----	----	----
20.	99.	85.	10.	5.	5.1	5.8	6.6	3.8	351	207	153	25	23	44	68	37	41.9	32.3	29.0	22.7	38.2	30.6	27.7	19.7
20.	98.	87.	16.	11.	4.7	5.0	5.4	6.5	170	127	71	6	16	35	37	13	41.1	33.1	28.7	18.5	38.0	29.3	25.4	18.9
20.	ALL	91.	18.		4.0	4.0	3.9	----	126	76	40	2	1	5	5	1	----	----	----	----	----	----	----	----
20.	99.	97.	15.	14.	4.2	5.0	5.0	----	69	95	57	5	6	20	29	2	42.0	32.8	28.3	----	42.7	31.9	26.0	----
21.	99.	83.	6.	13.					256	105	90	4	16	18	29	4	51.4	37.4	30.2	----	47.3	35.5	28.0	----
21.	92.	86.	27.		4.4	6.6	6.7	----	12	19	9	1		3	2	4	----	----	----	----		----	----	----
22.	93.	83.	48.		5.8	7.7	6.6	6.7	23	11	13	5	5	7	16	8	----	26.5	23.2	----	----	26.6	21.9	----
17.	ALL	74.	21.		3.0	4.2	5.2	----	8	18	12		2	5	12		----	----	22.2		----	----	20.9	
15.	ALL	69.	63.		3.8	6.1	4.6	----	7	10	7	1		3	1	3	----	----	----	----		----	----	----
21.	95.	64.	25.		4.9	4.6	3.5	4.3	38	38	26	5	6	7	18	6	31.5	27.5	23.3	----	30.0	27.2	23.2	----
20.	88.	62.			2.2	5.4	5.4	9.7	25	34	14	4		3	5	2	----	----	----	----		----	----	----
19.	91.	77.	21.		6.5	5.8	6.2	----	159	132	95	6	4	25	63	4	----	31.0	26.7	----	----	30.3	25.2	----
20.	94.	70.	29.	9.	1.5	1.5	1.5	1.5	16	16	13	23		4	4	12	----	----	----	20.6		----	----	19.8
17.	ALL	71.	29.		----	7.8	11.1	----	6	7	3	2			4	1	----	----	----	----			----	----
20.	97.	70.	3.		4.2	5.7	6.0	4.6	181	65	46	8	19	24	15	4	33.7	27.9	25.0	----	33.4	26.3	22.2	----
21.	86.	54.	25.		----	5.5	8.2	----	7	11	10			2	6		----	----	21.8			----	21.8	
14.						3.4	3.4		2	6	14			3	6		----	----	20.7			----	19.9	
17.	91.	67.	28.	19.	3.9	4.8	4.5	4.2	32	14	15	11		1	3	5	----	----	----	----		----	----	----
12.					----	2.6	5.6	6.2		8	2	1	2	3	12	8		----	----	----	----	----	----	----
24.	ALL	75.			2.2	3.5	3.0	----	24	14	7	1	1	6	5	1	----	22.3	----	----	----	22.4	----	----
13.	85.	89.	36.	6.	6.3	5.3	2.5	3.3	57	83	57	9	3	17	52	8	----	33.9	27.2	21.7	----	29.1	25.1	19.8
20.	ALL	ALL	42.		0.0	0.7	2.9	----	7	10	7	3		1	5	1	----	----	----	----		----	----	----
17.	ALL	73.	10.		5.7	2.1	0.4	----	10	8	12		2	3	8	1	----	----	21.7		----	----	21.1	----
22.																								
23.	ALL	85.	31.		5.0	4.5	4.1	6.5	12	18	12	4	1	2	4	7	----	----	----	----	----	----	----	----
17.	99.	83.	39.	27.	8.3	8.6	8.7	8.8	77	51	58	16	5	9	26	29	----	28.4	23.8	19.6	----	28.6	23.1	18.7
19.	ALL	92.	45.		5.2	5.4	4.9	4.9	8	7	11	5	1	5	9	7	----	----	23.8	----	----	----	20.9	----
...									4	1							----	----						

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NEBRASKA(CONTD)																				
Nebraska Wesleyan University		IIB	3	3	2		33.0	27.3	24.1	----	28.6	3	3	2		40.6	33.0	29.5	----	34.9
Peru State College		IIB	3	4	3	3	32.3	25.7	23.2	19.7	25.4	3	4	3	3	37.6	30.0	27.4	23.2	29.8
Platte Valley Bible College		IIB									----									----
Union College		IIB	5	5	4	2	22.2	22.9	21.7	22.0	21.9	5	5	4	2	25.4	26.2	24.9	25.3	25.1
Univ.of Nebraska-Lincoln	1	I	5	5	5	5	40.1	30.3	26.6	17.9	33.8	5	5	5	5	47.0	36.0	31.8	21.8	39.9
Univ.of Nebraska at Omaha		IIA	5	5	5	2	34.4	27.6	24.1	22.6	28.4	5	5	5	3	40.7	32.9	28.9	27.2	33.8
Wayne State College		IIA	4	5	5	5	34.9	28.0	23.4	19.6	26.7	5	5	5	5	40.2	32.5	27.2	22.9	31.0
York College		III		5			----	23.5	----	----	22.2		5			----	26.3	----	----	24.9
NEVADA																				
University of Nevada, Reno	4	I	4	3	3		44.6	35.7	29.5	----	36.7	5	4	4		50.8	41.0	34.1	----	42.0
University of Nevada,L.Vegas	3	IIA	1	1	1	1*	45.0	36.7	30.9	27.3	36.9	2	2	2	1	51.3	42.1	35.7	31.8	42.3
NEW HAMPSHIRE																				
Colby-Sawyer College		IIB	4	5	4		27.7	22.0	20.3	----	22.4	4	5	4		33.7	26.9	24.6	----	27.3
Dartmouth College		IIA	1*	1	1	2	52.7	37.5	30.5	22.5	42.2	1*	1	1	3	66.3	47.2	36.8	26.9	52.5
Franklin Pierce College		IIB	3	3	4		30.8	27.7	22.1	----	26.8	3	3	4		38.6	34.4	26.4	----	33.2
Franklin Pierce Law Center		IIB	1*				51.3		----		49.9	1*				59.6		----		57.9
N.H. Voc.-Tech.Coll.-Clrmont		III	5	5	5		25.6	20.9	19.0	----	21.0	5	5	5		29.7	24.3	22.5	----	24.6
N.H. Voc.-Tech. Col.-Laconia		III	5	5			26.5	22.0	----		25.0	5	5			30.9	26.0	----		29.2
N.H. Voc.-Tech.C.-Manchester		III	5	5			25.4	21.6	----		23.6	5	5			30.9	26.4	----		28.9
N.H. Voc.-Tech.Coll-Stratham		III	5	5			24.7	21.0	----		21.6	5	5			28.8	25.2	----		25.9
Plymouth State College		IIA	4	4	4		36.7	29.6	25.4	----	30.7	4	4	4		43.5	35.1	30.1	----	36.4
University of New Hampshire	5	I	4	4	4		43.4	33.3	27.8	----	35.3	4	4	4		52.3	41.0	34.5	----	43.1
NEW JERSEY																				
Atlantic Community College		III	1	1	1		38.8	34.0	28.3	----	32.0	1	2	2		47.7	40.6	34.1	----	38.6
Caldwell College		III	5	5	5		28.5	23.9	16.8	----	21.6	5	5	5		33.9	27.5	18.8	----	25.0
Centenary College		IIB		5	5		----	22.8	19.7	----	20.9		5	5		----	26.7	23.2	----	25.0
College of Saint Elizabeth		IIB	4	3	4	4	30.4	26.5	21.5	18.5	24.6	5	5	5	5	32.0	27.5	23.8	20.3	26.3
County College of Morris		III	1*	1	1	1	42.0	35.1	28.4	24.6	33.3	1	1	2	1	50.1	42.1	34.4	30.1	40.1
Cumberland County College		III		1	1*	1*	----	34.4	32.5	27.4	32.9		1	1*	1*	----	42.2	39.9	34.2	40.5
Drew University		I	4	4	5	3	43.7	32.9	26.2	22.8	36.0	4	4	4	3	55.1	41.3	33.7	28.2	45.3
Fairleigh Dickinson Univ.	72	IIA	2	2	2	2	42.2	34.4	28.9	22.9	36.6	2	2	2	3	51.7	42.4	34.9	26.9	44.8
Felician College		IIB	5	5	5	4	23.9	20.8	19.7	17.7	19.9	5	5	5	5	26.2	24.1	22.7	20.3	22.8
Georgian Court College		IIB	3	2	1	2	30.7	31.2	25.9	20.7	26.1	4	2	2	2	35.9	36.9	30.9	24.5	30.9
Hudson County Comm. College		III		4	4	5	----	26.2	22.3	18.0	22.6		4	4	4	----	33.9	28.4	22.9	28.9
Kean College of New Jersey		IIA	1	2	1	3	47.5	35.4	29.6	22.2	37.0	1	2	1	2	58.1	44.0	37.3	28.6	45.8
Monmouth College		IIA	2	2	2		41.9	34.8	28.3	----	35.3	2	2	2		51.5	43.9	36.0	----	44.2
Montclair State College		IIA	1	1*	1*	2	47.8	38.7	31.3	24.5	38.8	1	1	1	1	57.3	47.2	38.7	30.9	47.2
Princeton Theol. Seminary		I	2	1*	1		52.5	45.7	33.1	----	44.5	1	1*	1		73.6	65.2	43.2	----	61.5
Princeton University		I	1*	1	2	1	63.4	40.1	31.0	26.2	48.9	1*	1	3	2	77.4	48.3	37.3	29.5	59.3
Rider College		IIA	1	1	1*		45.8	37.9	31.7	----	37.9	1	1	1		55.2	46.3	38.1	----	45.9
Rutgers,State Univ.-Camden	120	IIB	1*	1*	1*	1*	63.5	42.9	32.6	26.7	43.5	1*	1*	1*	1*	75.0	52.2	40.2	33.2	52.6
Rutgers,State Univ.-Newark	120	IIA	1*	1*	1*	1	62.3	44.6	35.8	26.1	47.2	1*	1*	1*	1	73.7	54.1	44.0	32.5	56.8
Rutgers,State Univ.-N.Brswck	120	I	1	1	2	2	59.4	42.2	32.6	24.0	45.4	1	1	1	2	70.4	51.5	40.2	30.1	54.7
Saint Peter's College		IIB	2	3	3	2	34.2	28.1	23.3	21.6	28.2	3	3	3	2	40.5	33.7	27.9	26.4	33.7
Union County College	119	III	1*	2	2	3	43.7	32.6	27.0	22.0	31.6	1*	2	2	3	52.9	40.0	33.4	27.5	38.8
Upsala College		IIB	3	3	4	4	33.2	27.5	21.9	18.8	26.6	2	3	4	3	41.5	34.1	26.4	23.8	32.9
Westminster Choir College		IIA	4	5	5	5	36.5	27.8	19.9	16.4	25.2	4	5	5	5	44.9	33.3	24.1	19.9	30.4
William Paterson College		IIA	1	1*	1	2	48.1	38.5	30.8	23.5	39.3	1	1*	1	2	59.8	48.1	38.5	29.4	48.9
NEW MEXICO																				
College of Santa Fe	1	IIB	5	5	5		23.0	22.5	19.1		21.3	5	5	5		25.9	25.4	22.4		24.4
Eastern New Mexico Univ.		IIA	4	4	4	3	36.4	30.7	25.7	21.8	29.0	4	4	4	3	43.2	36.6	30.7	27.0	34.6
Eastern New Mexico U-Roswell		III				1			----	24.4	24.9				2			----	29.1	29.8
New Mexico Highlands Univ.		IIA	5	5	5		32.9	26.9	23.4	----	28.0	5	5	5		38.8	31.4	27.2	----	32.8
New Mexico Inst. Min.&Tech.		I	5	5	4		38.6	28.6	28.2	----	32.3	5	5	4		46.1	34.4	34.0	----	38.7
New Mexico Military Inst.		III		3	3	2	----	29.0	24.6	23.7	25.5		4	4	2	----	34.9	29.7	28.7	30.8
New Mexico St. Univ- Main	1	I	5	5	5	5	40.1	31.6	26.3	19.7	32.6	5	5	5	5	47.4	37.5	31.1	23.1	38.5
New Mexico St.U.-Alamogordo	1	III		3	4	2	----	29.7	23.1	22.6	26.2		3	4	3	----	35.2	27.5	26.6	31.1
New Mexico St.Univ.-Carlsbad	1	III			3		----	----	25.7	----	27.0			3		----	----	30.4	----	31.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.	91.	90.	37.		6.7	7.2	7.9	----	29	12	13	1	4	8	6	3	----	27.7	24.4	----	----	26.6	23.5	----
17.	91.	58.	57.	25.	3.0	5.0	4.0	3.0	10	12	13	6	1		1	2	----	----	----	----	----		----	----
---																								
15.	53.	20.	8.						10	8	5	2	5	2	7	5	----	----	----	----	----	----	----	----
18.	99.	84.	16.		3.3	3.6	4.1	3.1	449	231	149	11	28	46	64	18	40.3	30.7	27.3	18.3	36.6	28.6	24.9	17.6
19.	99.	85.	27.						123	93	61	21	10	31	37	14	34.6	28.0	24.7	22.8	32.7	26.6	23.1	22.2
16.	ALL	77.	30.	25.					17	23	12	10	1	8	11	6	----	28.3	23.6	19.9	----	27.3	23.1	19.0
12.		ALL			----	11.9	----	----	3	9	3	1			2	1	----	----	----	----			----	----
15.	96.	72.	9.		7.8	7.6	8.5	----	107	91	49		10	23	32	2	44.8	36.4	30.6		43.0	32.8	27.8	----
15.	88.	88.	29.						88	112	57	10	14	21	22	15	45.7	36.6	31.2	29.8	41.0	37.7	30.4	25.7
22.	89.	ALL	20.		0.8	3.1	5.7	----	5	8	3	1	4	8	7	3	----	22.0	----	----	----	22.1	----	----
25.	99.	83.			6.9	9.3	15.2	13.8	162	45	62	8	8	27	41	5	53.3	39.4	31.2	----	41.0	34.4	29.5	----
23.					6.2	6.6	11.4	----	18	18	10	3	2	4	3	1	----	----	----	----	----	----	----	----
16.	ALL				4.9		----		12				2		2		----				----		----	
17.	ALL	41.	33.		5.4	8.7	9.9	----	6	3	2	1	1	14	10	1	----	----	----	----	----	----	----	----
17.	ALL	83.			8.3	17.5	----		13	5	1		1	1			----	----	----		----	----		
22.									17	8	2		6	5	2		25.5	----	----		25.0	----	----	
20.									5	6	2		3	9	2		----	21.2	----		----	20.9	----	
18.	98.	98.	33.		8.8	9.0	8.8	12.3	50	33	33	3	5	10	13	2	----	30.0	25.8	----	----	28.4	24.5	----
22.	99.	96.	9.		7.4	8.3	9.8	----	172	169	85	3	4	61	42	1	----	33.8	28.9	----	----	31.9	25.7	----
21.	ALL	97.	56.						12	18	16	2	2	12	18	2	----	34.5	30.6	----	----	33.2	26.2	----
16.	ALL	44.			15.8	10.5	----	----	3	6	2	1	3	3	5	3	----	----	----	----	----	----	----	----
20.		50.			----	----	7.7	----	3	3	6	2		5	7	3	----	----	18.7	----		----	20.6	----
7.	ALL	ALL			8.8	9.6	12.3	----			2		8	17	11	6			----		----	----	----	----
20.	ALL	97.	74.	44.					28	49	34	2	9	27	31	14	42.6	35.3	28.8	----	40.2	34.6	28.0	----
23.		71.	94.	50.	----	7.0	7.7	7.1	5	8	9	5		6	7	3	----	37.0	34.5	----		31.0	29.8	----
26.	ALL	92.	11.		6.3	6.9	7.8	7.4	44	16	13	6	12	10	6	7	44.8	33.6	26.2	23.5	40.0	31.9	26.0	22.3
22.	97.	77.	22.		3.3	4.0	4.4	----	179	101	52	9	31	19	24	14	42.7	34.9	29.6	27.1	39.6	31.9	27.4	20.2
14.									3	3	2	2	3	6	11	11	----	----	----	----	----	----	----	----
18.	75.	83.			7.1	----	8.1	8.3	5	6	7	3	7		14	12	----	----	28.4	----	----		24.6	----
28.						7.7	7.0	8.5	1	6	10	3		1	10	3	----	----	21.7	----		----	22.9	----
24.	97.	84.	57.						77	80	66	4	31	36	53	2	48.9	35.6	31.0	----	44.1	35.0	27.9	----
25.	91.	85.	14.		10.8	9.9	8.9	----	43	57	18	2	2	10	11	2	----	35.0	29.0	----	----	33.6	27.1	----
22.	98.	95.	52.	38.					102	96	86	4	39	52	60	9	48.0	39.2	31.6	----	47.2	37.8	30.8	----
38.	ALL	ALL			5.0	5.0	5.0	----	18	4	8		2	2	5	1	----	----	----		----	----	----	----
21.	ALL	ALL			7.0	10.2	7.7		328	37	151	14	18	11	43	3	63.6	40.5	31.4	----	59.8	39.0	29.5	----
21.	98.	94.	12.		8.4	7.3	6.4	----	40	73	33	2	8	21	19	3	46.8	39.3	32.8	----	41.3	33.2	29.8	----
21.	91.	86.	10.						41	70	29	7	2	30	22	8	----	42.6	33.4	28.2	----	43.7	31.7	25.4
20.	93.	82.	11.						108	102	57	9	18	50	43	9	62.5	45.2	36.7	26.0	61.0	43.3	34.6	26.1
21.	94.	95.	17.	14.					524	347	244	31	70	149	160	43	59.6	42.6	33.6	24.9	57.4	41.3	31.1	23.4
19.	94.	90.	23.		4.5	4.6	4.7	4.8	30	43	21	3	5	8	10	3	----	28.4	23.9	----	----	26.1	22.2	----
23.	ALL	90.	64.	19.	12.0	9.2	8.7	8.7	31	36	17	5	7	34	22	27	44.3	33.4	27.2	----	41.3	31.8	26.8	----
24.	ALL	90.	13.		1.1	0.5	1.2		14	16	10	2	3	5	6	4	----	----	21.3	----	----	----	22.9	----
21.	ALL	94.	50.		----	3.9	9.1	14.1	4	9	4	5	2	7	2	4	----	27.5	----	----	----	28.2	----	----
25.	97.	92.	41.	13.					84	68	54	4	32	41	43	4	48.4	38.9	30.9	----	47.3	37.9	30.6	----
14.	ALL	61.			5.0	5.0	5.7	----	6	12	6		1	6	8		----	22.1	19.2		----	23.1	19.0	
20.	97.	63.	32.		5.0	4.8	5.7	5.7	26	33	27	9	4	5	20	10	----	----	25.9	23.6	----	----	25.5	20.2
19.				45.			----	4.0			3	22			2	16			----	25.0			----	23.6
17.	98.	94.	40.						36	25	19	2	5	7	11	2	----	27.4	24.8	----	----	24.9	21.1	----
20.	97.	89.	6.		5.2	4.9	4.2		34	32	14	1	1	4	2		----	----	----	----	----	----	----	
21.		92.	86.	4.	----	9.0	8.0	8.0	4	12	17	20	1		4	5	----	----	----	----	----		----	----
18.	96.	74.	4.	3.	5.2	6.5	6.8	4.8	190	129	102	14	15	15	57	18	40.5	31.9	27.1	21.3	35.4	29.1	25.0	18.4
19.		ALL	75.	17.	----	4.9	5.6	5.1	3	4	5	4		3	3	2	----	----	----	----		----	----	----
18.			36.		----	----	4.7	----	1	1	6	1	2		5	1	----	----	----	----	----		----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NEW MEXICO(CONTD)																				
New Mexico St.Univ.-Grants	1	III				4		----	----	19.2	21.0				4		----	----	22.9	25.1
New Mexico St.Univ.-Dona Ana	1	III			5	4				20.4	19.8	20.1			5	4			24.4	23.4	23.8
San Juan College		III			2	1	----	----	27.7	25.7	26.8				2	1	----	----	33.1	30.9	32.1
St. John's Coll.at Santa Fe		IIB									30.1										38.2
Univ. New Mexico-Albuquerque		I	5	5	5	5	41.7	30.7	26.3	20.3	33.1	5	5	5	4	49.2	36.9	31.8	25.1	39.5
Western New Mexico Univ.		IIA	5	4	5		34.2	29.3	23.4	----	27.6	4	4	4		42.3	36.5	29.7	----	34.6
NEW YORK																				
Adirondack Community College		III	3	4	4	3	34.9	28.5	23.3	21.0	28.5	2	3	3	3	45.6	37.1	31.0	27.8	37.4
Albany College of Pharmacy		IIB	1	1			40.5	32.2	----	----	31.9	1	1			50.4	41.5	----	----	40.1
Alfred University	73	IIA	3	3	2		39.7	32.7	27.9	----	33.4	3	3	3		48.6	40.1	33.8	----	40.8
Alfred U.-NY St Col Ceramics		IIA	1	1	1*	1*	47.5	37.5	32.2	28.7	38.7	1	1	1*	2	59.5	47.1	43.7	28.7	48.4
Bard College		IIB	1	1	2		39.3	32.1	24.7		33.8	1	1	3		48.9	39.4	28.7		41.4
Barnard College		IIB	1*	1	1*	2	51.9	35.0	28.9	21.6	35.9	1*	1*	1*	1	68.4	45.7	36.7	27.7	46.7
Canisius College		IIB	2	1	1		37.9	32.0	26.8	----	31.9	2	1	1		47.4	39.0	32.6	----	39.1
Cayoga County Community Coll	26	III	3	4	4		33.3	25.9	21.7	----	30.0	2	3	4		45.2	35.4	30.1	----	40.8
Cazenovia College		III	5		5	5	28.1	----	20.4	16.3	20.6	5		5	5	33.7	----	24.5	19.5	24.7
Clarkson University		IIA	1*	1*	1*	1*	54.9	40.9	34.8	32.8	42.8	1*	1*	1*	1*	66.0	49.5	40.3	37.1	50.9
Clinton Community College		III	4	4	4		31.6	26.9	24.3	----	26.5	3	4	3		41.1	34.3	31.1	----	34.0
Colgate University		IIB	1*	1*	1*	1	50.9	38.6	29.5	24.5	37.8	1*	1*	1*	1	63.6	48.1	35.4	28.0	46.4
College of Aeronautics		III	5	4	3	4	23.7	27.3	24.4	19.9	24.6	5	4	4	4	29.1	33.0	29.4	24.4	29.9
College of Mount St. Vincent		IIB	3	3	3		34.1	26.9	23.7	----	25.9	3	4	3		39.1	31.2	27.9	----	30.2
College of New Rochelle		IIA	3	3	3	3	39.8	32.7	26.5	22.3	30.3	2	2	2	2	50.3	41.8	34.3	29.2	38.9
Columbia-Greene Comm.College	26	III	3	3	4	4	34.6	29.4	23.2	20.4	26.4	2	2	3	3	46.4	38.9	31.6	27.7	35.4
Columbia University	74	I	1	1*	1		61.5	43.7	33.3	----	48.5	1*	1*	2		79.0	53.4	39.9	----	60.9
Columbia U.-Teachers College		I	2	2	4	4	50.5	38.0	28.7	20.5	41.5	2	2	4	4	65.2	48.0	35.4	25.4	53.0
Community Coll.-Finger Lake		III	4	4	4	4	31.3	26.6	22.5	18.8	26.0	3	4	4	4	40.5	34.5	28.8	24.5	33.7
Concordia College		IIB	4	4	5		27.9	23.3	19.2	----	23.2	4	4	4		34.2	28.8	24.0	----	28.7
Cornell Univ.-Endowed Colls.	75	I	1	1	2		56.6	40.7	32.4	----	45.9	1	1	2		68.9	49.6	39.1	----	55.8
Cornell Univ.-Statutory Clls	76	I	3	2	2	1	50.1	38.7	31.8	25.8	40.7	2	1	1	1	67.1	51.2	41.4	33.5	54.0
Corning Community College		III	2	4	5		36.9	27.5	21.3	----	31.1	2	4	4		45.9	34.6	27.3	----	39.0
Dominican Coll. of Blauvelt		IIB		2	2	2	----	29.2	25.1	21.3	26.0		2	2	2	----	35.2	30.6	25.6	31.3
Dutchess Community College		III	1*	1*	1	2	43.5	37.1	29.6	23.1	33.5	1*	1*	1	1	56.2	48.5	38.9	30.3	43.6
D'Youville College		IIB	3	4	5	4	31.0	23.5	19.8	18.0	22.8	3	5	5	5	37.4	27.5	22.7	20.3	26.6
Elmira College		IIA	5	5	5	5	34.1	24.9	22.6	19.3	26.0	4	5	5	4	42.2	30.9	28.6	23.9	32.4
Erie Comm.Coll.North Campus		III	2	2	2	2	38.0	32.2	27.4	22.4	31.7	1	1	1	1	50.1	42.8	36.7	30.3	42.2
Erie Comm.Coll. City Campus		III	2		2	3	36.6	----	26.9	21.5	26.1	1		1	2	48.6	----	36.2	29.2	35.1
Erie Comm.Coll. South Campus		III	2	2	2	2	36.8	32.4	26.7	23.5	28.6	1	1	1	1	49.3	44.1	36.6	32.3	38.9
Fashion Inst. of Technology		III	1*	1*	1*	1*	59.9	49.5	38.1	30.2	45.8	1*	1*	1*	1*	78.6	65.2	50.7	40.5	60.5
Fordham University	77	I	2	1	3	1	52.6	39.4	29.9	26.8	40.2	2	2	3	1	62.6	47.4	36.4	32.2	48.3
Friends World College	78	IIB									20.6									22.1
Fulton-Montgomery Comm.Coll.		III	2	2	2	4	35.9	31.6	26.2	20.2	28.8	1	1	1	3	48.4	42.9	36.2	28.2	39.3
Genesee Community College		III	4	5	5		30.8	25.3	21.2	----	28.3	4	4	4		39.0	32.0	26.7	----	35.8
Hamilton College		IIB	1*	1	1		46.8	35.1	27.2	----	34.4	1*	1	1		57.4	42.4	32.7	----	41.7
Hartwick College		IIB	2	1	2		37.4	32.1	24.3	----	31.4	2	2	3		44.7	38.3	28.6	----	37.3
Hilbert College		III			5	5	----	----	19.2	16.5	18.1			5	5	----	----	21.0	19.2	20.8
Hobart-William Smith Colls.		IIB	1	1	1	2	43.3	33.5	26.3	22.0	34.3	1	1	1	2	54.9	41.0	31.8	26.4	42.5
Hofstra University		I	3	2	2	1	49.1	38.2	31.6	28.8	39.2	3	2	2	1	60.2	46.8	37.8	34.0	47.6
Houghton College		IIB	4	4	4		28.3	24.4	21.3	----	24.7	4	4	4		35.2	30.1	25.4	----	30.3
Hudson Valley Comm. College	26	III	3	3	3	4	34.0	30.4	24.8	20.0	28.4	2	2	2	3	45.1	40.3	33.1	26.9	37.8
Iona College		IIA	1	1	1	1	45.0	37.0	29.8	26.0	35.5	1	1	2	1	55.2	45.4	35.7	30.1	43.1
Ithaca College		IIB	1	1	1	3	41.4	33.1	25.9	19.1	30.7	1	1	1	3	50.3	40.1	31.4	23.4	37.3
Jamestown Community College	79	III	3	3	4	4	35.1	29.1	23.0	19.4	26.7	2	3	3	4	45.2	37.9	30.6	26.2	35.0
Jefferson Community College		III	1	1	3	5	39.9	32.8	25.0	16.8	29.4	1	1	2	5	50.9	42.2	32.6	22.5	38.0
Junior College of Albany		III	5	5	5	5	28.0	24.1	18.8	17.9	22.1	5	5	5	4	35.2	30.6	24.3	23.3	28.2
Le Moyne College		IIB	1	1	2	1	39.7	32.4	25.8	24.1	30.8	1	1	1	1	49.7	40.1	31.7	30.4	38.1
Long Island University		IIA	2	2	2	2	42.5	33.9	27.6	22.6	35.4	2	2	3	3	52.7	42.1	33.5	27.1	43.7
Manhattan College		IIA	1	1	1	3	44.7	37.6	29.8	22.0	35.3	1	1	2	4	55.0	47.0	36.3	25.4	43.5
Manhattanville College		IIA	3	2	4		39.2	35.1	25.7	----	32.1	3	2	4		49.2	42.6	31.4	----	39.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.						----	7.3	----		1	4	3		1	1	3		----	----	----		----	----	----
19.			60.				5.0	5.8			6	7			4	5			----	----			----	----
20.			ALL	57.	----	----	3.1	3.1	1	4	9	24		1	2	18	----	----	----	26.0		----	----	25.2
27.																								
19.	97.	90.	14.	20.	5.8	5.9	6.1	8.9	263	184	126	1	29	53	83	9	42.0	31.2	27.1	----	38.6	29.2	25.0	----
25.	95.	89.			6.1	4.1	9.2	----	16	17	8	3	3	2	8	1	----	----	23.7	----	----	----	23.1	----
31.	ALL	ALL	79.	46.	5.9	6.3	7.5	8.8	26	14	11	3	5	7	8	10	----	29.0	23.6	----	----	27.5	22.9	----
25.	ALL	80.							10	8	4	2		2	1	3	----	----	----	----		----	----	----
22.	88.	63.	13.		4.0	4.0	4.0	----	57	39	28		2	10	26	4	----	33.5	29.2		----	29.4	26.4	----
25.	ALL	67.	82.	83.	13.9	12.9	13.8		17	14	11	6		1			----	----	----	----		----		
22.	ALL	89.			5.8	6.9	9.9		28	5	9		3	4	8		----	----	25.2		----	----	24.1	
30.	ALL	87.			7.3	7.9	12.9	4.9	24	7	22	10	29	8	24	22	53.6	36.1	28.7	20.8	50.5	34.1	29.1	22.0
23.	ALL	84.	25.		3.5	3.4	6.5	----	39	61	30	2	2	7	14	1	----	32.4	27.5	----	----	28.3	25.3	----
36.	ALL	89.	90.						42	4	4	1	4	5	6	2	----	----	----	----	----	----	----	----
20.	ALL		9.		6.7	----	5.4	16.7	3		5	4	3	5	6	10	----		----	----	----	----	----	----
19.	83.	69.	2.		9.0	7.8	13.1	----	57	58	56	8	1	4	5	2	----	----	----	----	----	----	----	----
28.	ALL	ALL	57.		6.0	6.0	6.0	----	5	7	8	1	1	6	6		----	27.9	24.4	----	----	25.8	24.1	
23.	ALL	98.			7.7	7.2	11.8	----	49	41	46	7	1	6	26	1	----	38.9	29.9	----	----	37.0	28.9	----
21.	81.	54.	10.	10.					14	22	9	10	2	2	1		----	----	----	----	----	----	----	
17.	ALL	81.	20.		8.5	7.4	7.0	----	2	7	10		4	20	20	2	----	26.5	23.7		----	27.1	23.6	----
28.	ALL	96.	31.		5.0	5.9	5.3	6.9	5	12	7	2	10	15	28	7	----	33.0	26.9	----	----	32.5	26.4	----
34.	ALL	ALL	53.	14.	0.0	0.0	0.0	----	6	10	5	3		3	10	4	----	----	----	----		----	----	----
26.	94.	36.			7.5	10.2	10.8	----	416	92	172	1	43	38	80	1	62.3	43.5	33.7	----	54.3	44.2	32.4	----
28.	99.	76.			5.7	6.2	8.4	----	53	19	10	4	15	22	13	4	50.8	39.4	27.8	----	49.7	36.7	29.4	----
29.	ALL	92.	74.	25.	7.8	8.3	7.8	8.2	18	17	8	4	6	7	15	4	31.6	26.5	23.0	----	30.4	26.8	22.3	----
24.	ALL	82.			5.5	8.4	8.7	----	10	10	4	1		1	7		----	----	----	----		----	----	
22.	99.	89.			5.4	7.1	7.6	6.7	411	130	116	2	14	30	40	2	56.9	41.4	33.3	----	46.3	37.7	29.9	----
33.	98.	85.			11.8	13.6	14.7	19.1	284	200	95	9	19	39	47	3	50.3	39.0	31.9	----	46.2	36.8	31.6	----
25.	ALL	72.	38.		5.0	5.0	5.0	----	50	10	7	1	10	8	6	2	37.5	27.2	21.5	----	33.8	27.8	21.1	----
20.		ALL	46.		----	8.1	7.6	8.7	1	5	4	3	2	4	22	7	----	----	----	----	----	----	----	----
30.	ALL	ALL	93.	19.	8.1	9.4	9.2	12.1	26	27	15	15	9	13	15	22	44.3	38.3	30.5	22.8	41.4	34.7	28.6	23.3
17.	78.	70.	24.		3.0	2.9	3.8	----	6	8	5	1	3	19	16	5	----	23.3	----	----	----	23.6	----	----
25.	94.	94.	17.		4.4	5.1	4.2	----	14	9	17	2	3	8	7	4	----	25.0	23.3	----	----	24.7	21.0	----
33.	ALL	ALL	ALL	62.					70	20	22	23	21	11	17	22	38.3	32.3	29.9	22.5	36.9	32.2	24.3	22.2
35.	ALL		95.	51.					13	1	13	26	5	3	7	23	----	----	26.7	22.4	----	----	27.3	20.4
36.	ALL	ALL	ALL	79.					20	9	18	20	4	2	6	18	----	----	26.3	22.8	----	----	28.0	24.2
32.	ALL	ALL	90.						40	14	50	14	26	23	31	15	59.6	50.1	38.0	29.8	60.5	49.1	38.3	30.5
20.	93.	84.	35.		5.9	5.6	5.3	5.8	129	131	96	8	20	47	45	12	53.5	39.1	30.6	24.7	46.4	40.2	28.5	28.3
8.																								
37.	ALL	ALL	73.						14	13	6	6	1	5	5	4	----	----	----	----	----	----	----	----
27.					7.7	7.9	7.9	----	31	7	4	3	13	7	2		31.3	26.4	----	----	29.6	24.1	----	
21.	98.	88.			4.7	5.0	5.6	----	40	18	43	4		8	22		----	34.6	27.7	----		36.2	26.3	
19.	ALL	83.	25.		5.8	7.9	7.7		30	24	17		5	6	15	1	----	32.5	24.8		----	30.9	23.8	----
15.					----	----	3.0	3.0	1	3	1	3	1		5	7	----	----	----	----	----		----	----
24.	ALL	88.			8.4	10.3	11.1	----	43	26	20	5	7	7	15	7	43.8	34.0	26.8	----	40.2	31.7	25.6	----
22.	96.	68.	18.		6.0	6.0	6.0	6.0	110	87	84	9	21	24	47	10	49.7	39.0	32.1	34.2	45.9	35.5	30.7	24.0
23.	97.	68.	18.		4.0	4.0	4.0	----	26	25	14	2	3	3	8	2	----	----	21.2	----	----	----	21.5	----
33.	ALL	98.	71.	33.					66	51	41	18	26	8	34	24	34.5	30.4	26.0	21.1	32.8	29.9	23.3	19.1
21.	95.	76.	26.		5.4	5.9	6.4	8.4	33	41	38	6	4	10	23	3	----	37.5	30.3	----	----	35.3	29.0	----
21.	ALL	91.	5.		12.3	6.2	5.8	8.4	51	85	93	6	10	24	56	8	41.6	33.7	26.6	19.6	40.1	31.0	24.6	18.7
31.	ALL	ALL	89.	13.	6.0	5.4	5.9	5.3	23	24	19	7	4	10	16	9	----	29.7	23.6	19.2	----	27.5	22.3	19.5
29.	ALL	94.	60.	13.					13	11	6	5	1	5	4	3	----	----	----	----	----	----	----	----
28.	ALL	ALL		13.	7.8	7.4	----	6.0	5	4	3	5	6	9	6	10	----	----	----	----	----	----	----	----
24.	95.	93.	23.		6.7	6.8	8.7	5.3	20	35	26	8	2	9	13	4	----	32.9	26.8	----	----	30.6	24.0	----
23.	96.	52.	10.		7.1	12.5	4.3	3.6	214	134	74	17	38	63	41	26	42.9	34.6	28.3	23.8	40.2	32.3	26.3	21.9
23.	97.	90.	33.		4.7	4.9	5.3	6.3	33	70	57	7	1	9	15	1	----	38.0	30.2	----	----	35.1	28.2	----
23.	ALL	67.	10.		7.7	7.7	7.7	----	10	11	12	1	9	4	9	2	39.3	----	26.0	----	39.2	----	25.3	----

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NEW YORK(CONTD)																				
Marist College	80	IIB	1	1	1	3	42.2	33.5	26.3	20.0	28.6	1	1	1	3	54.5	43.6	32.8	24.1	36.1
Maryknoll School of Theology		IIB					----	----	----		22.1					----	----	----		24.5
Marymount College		IIB	2	2	3		36.0	29.7	23.8	----	28.8	2	2	2		44.9	37.5	31.3	----	36.7
Marymount Manhattan College		IIB		2	2		----	29.1	24.9	----	27.3		2	2		----	34.8	29.6	----	32.5
Molloy College		IIB	3	4	4	5	32.9	25.1	21.8	16.5	23.0	3	4	3	5	38.7	30.2	26.9	20.4	27.9
Monroe Community College	4	III	1	1	1	2	39.4	33.8	28.0	23.5	33.3	1	1	1	2	49.9	42.2	34.6	28.6	41.6
Mount Saint Mary College		IIB	2	2	3	3	34.8	28.9	23.6	19.5	26.0	3	3	3	3	40.9	34.1	28.4	23.2	31.0
Nassau Community College		III	1*	1*	1*	1*	52.4	42.1	33.9	28.6	43.0	1*	1*	1*	1*	66.3	53.3	43.1	35.9	54.4
Nazareth Coll. of Rochester	6	IIB	2	2	2		37.4	31.0	24.9	----	30.1	2	2	2		44.0	36.7	29.6	----	35.5
New York Inst. of Technology	81	IIA	2	1	2	1	43.3	36.1	28.2	24.8	32.8	2	1	3	2	53.9	45.1	33.7	29.7	40.3
New York University		I	1	1	1	2	59.1	40.4	34.5	25.2	46.1	1	1	1*	1	73.4	51.1	43.6	31.9	57.7
Niagara County Comm. College	9	III	2	2	3	3	38.0	31.7	25.5	21.5	30.4	1	2	2	3	49.2	40.8	33.3	26.8	39.1
Niagara University		IIA	4	4	4		35.6	29.7	25.1	----	30.3	4	4	4		41.8	35.6	29.5	----	35.9
Onondaga Community College	26	III	2	3	2	3	36.2	29.9	26.5	21.7	30.1	2	2	1	2	47.0	39.2	35.0	29.0	39.5
Pace University	82	IIA	1	1*	1*	1*	49.0	38.2	31.5	28.1	39.9	1	1	1	1	58.8	45.6	38.1	33.5	47.9
Pratt Institute		IIA	3	3	3		39.4	32.8	27.1		34.8	3	2	2		48.7	40.8	34.1		43.2
Rensselaer Polytechnic Inst.		I	2	1	1		55.8	40.3	34.6		46.7	2	1	1		67.2	49.7	41.5		56.6
Rockefeller University		I	1*	1*	4	2	74.4	42.8	28.9	25.3	38.2	1*	1*	3	2	95.3	54.5	35.6	30.8	47.9
Rockland Community College		III	2	1	3	4	36.7	33.3	25.3	18.9	29.5	1	1	2	4	47.8	43.7	33.8	26.1	39.0
Russell Sage College		IIA	3	4	4	4	37.9	28.8	24.7	19.9	28.0	3	4	4	4	46.8	35.9	31.1	25.4	35.0
St.Bonaventure University		IIA	4	4	3	2	36.0	30.2	26.7	24.2	29.8	3	4	2	2	46.1	37.8	34.2	29.6	37.6
St. Francis College		IIB	1	1	2	1	42.1	33.6	24.6	23.6	33.0	1	1	2	1	49.8	41.4	29.2	28.8	39.7
St. Lawrence University		IIB	1*	1	1		47.2	34.4	27.4	----	37.0	1*	1*	1		59.8	44.1	34.0	----	46.9
St. Thomas Aquinas College		IIB	2	2	2		36.1	29.6	24.5	----	27.4	3	3	3		41.2	33.8	28.6	----	31.6
Sarah Lawrence College		IIA									34.5									42.4
Schenectady Co. Comm. Coll.		III	3	4	4		33.8	27.1	21.5	----	26.3	3	4	4		43.6	34.9	27.7	----	33.9
Siena College		IIB	2	3	3		37.4	28.4	23.9		27.7	1	2	2		47.9	37.1	29.8		35.1
Skidmore College		IIB	1	1	1	2	45.8	33.5	27.1	21.2	33.5	1	1	1	2	55.9	41.5	33.2	25.6	41.2
SUNY Agri.Tech.Coll.-Alfred	118	III	1	1	2	3	40.1	35.0	27.8	22.2	33.4	1*	1*	1	3	51.2	44.9	35.6	28.3	42.8
SUNY Agri.Tech.Coll.-Canton	118	III	2	2	2	1	38.3	30.9	26.7	23.9	31.8	1	2	2	1	49.2	39.7	34.1	31.1	40.9
SUNY Agri.Tech.Coll.-Cobkill	118	III	1	2	2	2	39.7	31.4	26.9	22.9	32.0	1*	2	1	2	51.1	40.5	34.6	28.9	41.1
SUNY Agri.Tech.Coll.-Delhi	118	III	1	2	2	4	38.9	31.8	26.9	19.5	31.5	1	1	2	4	49.9	41.1	34.2	25.4	40.5
SUNY Agri.Tech.Coll.-Frmgdle	118	III	1*	1	2	2	42.5	32.8	26.6	23.3	33.6	1*	1	2	2	54.1	42.1	34.0	29.9	43.0
SUNY Agri.Tech.Coll.-Morsvle	118	III	1	1	3	3	46.4	32.8	25.9	22.2	31.7	1*	1	2	2	52.0	42.5	33.5	28.4	40.9
SUNY College at Brockport	118	IIA	1	1	1*	3	46.4	37.8	31.5	22.1	37.3	1	1*	1*	2	58.7	48.2	39.9	28.2	47.3
SUNY College at Buffalo	118	IIA	2	2	3	2	43.5	34.0	26.9	24.4	35.3	1	2	2	1	55.5	43.5	34.2	30.8	45.0
SUNY College at Cortland	118	IIA	2	2	3	3	43.2	33.3	26.9	21.5	35.2	1	2	3	3	55.0	42.6	33.9	26.9	44.8
SUNY College at Fredonia	118	IIA	1	2	2	3	44.9	34.9	28.2	21.8	37.2	1	2	2	2	56.9	44.2	35.5	28.1	47.1
SUNY College at Geneseo	118	IIA	1	2	4	2	45.0	35.2	25.7	23.1	33.6	1	1	3	2	57.1	44.9	32.4	28.6	42.7
SUNY College at New Paltz	118	IIA	2	1	1		43.8	36.5	29.5	----	37.4	1	1	1		55.6	46.5	37.4	----	47.4
SUNY College at Old Westbury	118	IIB	1*	1*	1		47.6	37.4	28.2	----	34.4	1*	1*	1*		59.3	47.2	35.7	----	43.3
SUNY College at Oneonta	118	IIA	2	2	2		43.5	34.8	28.2	----	36.6	1	1	2		55.3	44.7	36.1	----	46.8
SUNY College at Oswego	118	IIA	2	2	3	2	43.5	33.6	26.3	24.4	35.8	1	2	3	1	55.2	42.9	33.3	30.6	45.6
SUNY College at Plattsburgh	118	IIA	2	1	2	3	43.3	35.9	28.1	22.4	35.2	2	1	2	2	54.6	45.6	35.5	27.7	44.5
SUNY College at Potsdam	118	IIA	2	3	2	4	42.8	32.8	28.2	20.5	34.1	2	2	2	3	54.7	42.2	36.0	26.3	43.7
SUNY College at Purchase	118	IIB	1	1	1		43.2	33.6	26.2		32.0	1	1	1		54.5	42.5	33.2		40.5
SUNY College of Technology	118	IIA		2	1		----	35.1	29.5	----	32.2		2	1		----	43.9	36.8	----	40.3
SUNY Coll.Env.Sci.&Forestry	118	IIA	1	1	2		45.2	36.6	28.0	----	39.8	1	1	2		57.2	46.2	34.0	----	49.9
SUNY Empire State College	118	IIB	1	1*	1	1*	41.2	35.2	27.7	25.9	32.2	1	1*	1*	1*	51.9	44.1	35.2	32.7	40.6
SUNY Maritime College	118	IIB	1	1	1	2	44.5	32.9	28.2	21.8	33.5	1	1	1*	1	56.4	41.5	35.5	27.1	42.2
SUNY State Coll.of Optometry	118	IIA	1*	1*	1*		51.7	42.4	31.4	----	38.5	1*	1*	1*		64.3	53.6	39.2	----	48.1
SUNY at Albany	118	I	1	1	2		57.1	41.6	31.5		44.3	1	1	2		70.7	52.3	39.4		55.2
SUNY at Binghamton	118	I	2	1	3		55.4	39.7	30.0		41.7	1	1	2		68.5	49.8	37.4		51.9
SUNY at Buffalo	118	I	1	1	1		57.5	41.5	33.1	----	45.4	1	1	1		71.0	52.1	43.4	----	56.9
SUNY at Stony Brook	118	I	1	1	2		58.1	40.6	30.8	----	45.4	1	1	2		71.7	50.8	38.2	----	56.3
Sullivan County Comm. Coll.		III	2	2	3		35.7	31.0	25.5	----	31.0	2	2	2		46.2	40.4	32.5	----	40.4
Syracuse University	83	I	3	4	4	2	46.8	33.8	28.2	24.8	37.7	3	3	3	-1	60.2	43.6	36.2	33.1	48.6
Syracuse Univ.-Utica College	4	IIB	3	3	4		32.5	26.9	21.6	----	26.3	3	3	4		41.1	33.7	26.0	----	32.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
26.	92.	92.	24.		6.4	6.7	7.5	7.9	13	21	46	7		4	32	7	----	----	27.2	20.8		----	25.2	19.2
11.					----	----	----		2	2	2		2	1	1		----	----	----		----	----	----	
27.	ALL	ALL	14.		7.0	7.7	8.2	----	12	10	9		3	16	13	2	----	31.4	26.2		----	28.6	22.2	----
19.		83.	62.						2	8	12		2	10	14	2	----	28.8	24.8		----	29.3	25.0	----
22.	ALL	94.	60.		3.0	9.8	8.5	18.5	3	6	2	2	9	11	46	14	----	25.6	----	----	----	24.9	----	----
25.	ALL	99.	70.	6.	7.2	8.2	8.1	7.4	73	59	30	18	26	29	30	16	39.7	34.0	29.0	23.9	38.4	33.3	27.0	23.0
19.	ALL	78.	27.		15.2	11.2	10.3	11.4	6	2	6	2	4	7	16	7	----	----	23.6	----	----	----	23.6	----
27.	ALL	99.	75.		8.8	9.1	8.7	9.3	156	63	71	22	66	50	77	23	52.8	42.8	34.4	28.8	51.5	41.1	33.4	28.4
18.	96.	64.	6.		11.4	8.4	7.0	----	11	14	19	4	16	14	17	1	37.5	31.3	25.3	----	37.3	30.7	24.5	----
23.	83.	64.	7.		5.6	5.8	5.7	4.3	33	90	65	23	3	13	25	14	----	36.1	29.7	26.4	----	35.8	24.4	22.4
25.	94.	75.			6.2	7.0	8.6	7.6	429	244	144	40	81	95	88	19	60.3	40.6	36.7	26.7	52.5	39.9	31.0	22.2
29.	ALL	98.	90.	13.	5.5	6.3	7.0	7.1	29	30	13	12	5	13	7	12	----	32.7	26.0	21.9	----	29.5	24.7	21.0
18.	ALL	92.	34.		6.2	7.8	7.8	----	29	41	14	1	12	19	15	2	37.0	30.3	26.4	----	32.2	28.3	23.9	----
31.	94.	ALL	84.	33.					30	38	35	4	18	28	27	2	37.0	30.5	28.5	----	34.9	29.0	23.9	----
20.	93.	46.	44.	8.	6.7	6.6	6.8	7.3	149	92	70	3	37	48	60	10	49.8	38.7	31.4	----	45.9	37.4	31.6	----
24.	85.	55.	48.		6.1	6.1	6.4		51	39	12		4	8	9		----	33.5	28.1		----	29.6	25.8	
21.	94.	79.			5.7	6.7	7.1		172	98	59		6	9	18		55.9	40.4	35.9		52.5	38.5	30.4	
25.	ALL	28.			6.3	6.1	8.3	7.8	45	48	65	63		6	23	19	----	43.4	29.1	25.8		37.8	28.4	23.7
32.	ALL	98.	61.						28	26	25	3	14	17	24	8	39.6	34.5	26.8	----	30.8	31.4	23.6	----
25.	96.	94.	29.		4.9	6.4	7.7	6.5	16	21	13	5	8	33	22	13	37.6	30.6	25.7	----	38.5	27.7	24.1	----
26.	97.	96.	37.	6.	10.4	10.5	9.6	8.1	37	46	43	12		5	11	5	----	----	26.7	----		----	26.8	----
20.	76.	57.	7.		6.0	7.9	7.0	6.6	18	9	11	4	3	5	3	5	----	----	----	----	----	----	----	----
27.	ALL	94.	18.		7.7	6.9	7.2	----	51	45	30	1	4	7	10	2	----	34.6	26.8	----	----	32.8	29.1	----
15.	ALL	86.	25.		6.4	6.4	6.4	----	6	6	18	2	3	8	10	2	----	30.4	24.3	----	----	29.0	24.8	----
23.																								
29.	ALL	86.	35.		7.0	7.8	7.9	----	13	10	9	1	6	4	8		34.5	----	22.3	----	32.2	----	20.6	
27.	ALL	ALL	19.		6.0	6.6	6.5	----	21	25	49		3	4	19		----	----	24.3		----	----	22.9	
23.	93.	90.	16.		6.2	6.3	7.6	8.9	37	32	42	4	8	17	28	4	45.8	33.3	27.6	----	45.6	33.9	26.5	----
28.	97.	95.	35.		10.8	11.6	8.0	9.8	64	53	35	16	6	6	11	8	40.7	35.3	28.4	24.1	34.2	32.0	26.0	18.3
29.	ALL	79.	42.		11.0	11.5	12.5	11.9	37	20	22	8	8	4	11	5	38.5	----	27.3	----	37.5	----	25.5	----
28.	ALL	89.	44.		11.8	11.5	11.6	13.1	38	22	28	8	11	6	11	8	39.8	31.2	27.4	24.5	39.1	32.2	25.8	21.2
29.	ALL	95.	44.	18.	10.1	12.0	10.9	12.6	36	34	25	10	2	6	7	1	----	31.9	27.1	----	----	30.9	25.9	----
28.	99.	95.	51.	5.	12.3	13.2	13.5	11.4	92	64	39	21	19	27	34	17	43.5	33.7	27.4	23.3	37.7	30.7	25.6	23.2
29.	ALL	87.	44.	42.	10.8	11.1	9.6	13.2	33	34	23	6	7	5	25	6	41.2	----	27.0	23.8	36.4	----	24.9	20.5
27.	98.	94.	55.	26.	10.9	10.5	10.9	7.0	89	96	43	3	11	19	31	20	47.0	37.9	32.6	----	41.8	37.5	30.1	----
28.	99.	91.	18.		10.4	10.3	9.8	12.6	153	132	60	9	22	40	45	10	43.6	34.5	27.3	25.8	42.9	32.2	26.4	23.1
27.	ALL	79.	24.		10.0	10.6	9.5	16.6	86	72	34	2	11	25	21	7	43.1	33.5	27.6	----	44.4	32.9	25.8	----
27.	99.	91.	14.		10.7	10.9	11.3	8.9	97	58	36	4	3	11	13	5	----	35.3	29.2	----	----	32.7	25.7	----
27.	ALL	96.	18.	14.	11.8	9.7	10.9	----	61	66	48	2	7	9	28	5	44.9	35.7	26.4	----	45.5	31.5	24.3	----
27.	97.	77.	24.		10.6	10.0	10.3	----	98	79	43		9	23	25	1	44.0	37.0	30.4		41.9	35.0	28.0	----
26.	83.	78.	17.		10.2	12.0	11.3	----	19	21	29	2	5	15	18	2	----	37.9	28.8	----	----	36.7	27.2	----
28.	99.	94.	63.		10.5	10.4	7.9	----	97	77	34		11	20	20	1	43.7	35.3	28.7		41.9	32.7	27.4	----
27.	93.	83.	28.		10.8	11.3	11.6	15.1	119	105	39	6	15	34	22	2	43.8	33.9	26.9	----	41.7	32.5	25.3	----
26.	98.	91.	29.		10.5	10.1	10.7	----	81	70	56	4	6	19	27	4	43.5	36.4	28.4	----	39.9	34.2	27.5	----
28.	99.	88.	44.	18.	9.8	7.2	11.8	5.0	71	65	32	5	6	19	18	6	43.1	32.6	28.0	----	38.6	33.5	28.5	----
26.	ALL	84.	6.		11.1	12.5	11.4	----	17	38	18		5	20	16		----	34.5	26.9		----	32.0	25.4	
25.		75.	12.		----	10.9	11.8	----	4	29	22	2		7	11		----	35.7	31.4	----		32.8	25.5	
26.	98.	86.	11.		11.3	11.1	12.1		63	21	16	3	1	1	3		----	----	----	----	----	----	----	
26.	89.	83.	39.		11.8	12.0	11.0	17.3	12	30	24	3	6	16	12	5	42.1	36.4	28.6	----	39.3	32.9	26.0	----
26.	94.	82.	30.		11.0	11.8	16.1		16	20	19	7	2	2	1		----	----	----	----	----	----	----	
25.	71.	15.			10.6	13.4	18.7	----	14	12	9	3		1	8	2	----	----	35.1	----		----	27.2	----
25.	98.	93.	13.		10.0	10.8	13.0		216	205	90		8	37	47		57.2	41.9	31.9		55.9	39.6	30.6	
24.	99.	91.	6.		10.6	11.6	12.4		145	133	77		11	36	36		55.8	40.5	30.9		49.5	36.5	28.2	
25.	99.	88.	4.		10.0	11.2	11.3	----	340	220	120	3	24	45	39	1	58.1	42.2	34.0	----	48.0	38.0	30.2	----
24.	98.	98.	6.		10.5	11.8	13.1	----	273	146	112	1	20	36	44	2	58.7	41.3	31.5	----	50.5	37.7	28.8	----
30.	96.	96.	33.						20	18	9	2	4	5	6	1	----	----	26.7	----	----	----	23.6	----
29.	98.	72.	16.	13.	5.0	5.6	6.6	8.1	366	187	163	9	24	77	75	6	47.2	34.5	29.4	26.1	40.9	32.2	25.7	22.9
24.	ALL	95.	29.		5.0	5.0	5.0	----	22	31	15	2	1	12	19		----	27.6	22.6	----	----	25.3	20.9	

APPENDIX I	NOTES	(1)	(2)				(3)					(4)				(5)				
		INST	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION		CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NEW YORK(CONTD)																				
Tompkins Cortland Comm.Coll.		III	3	4	4	4	33.0	26.2	23.0	18.8	26.5	3	4	4	4	42.7	34.3	30.2	24.9	34.6
Trocaire College		III			5	5	----	----	19.6	17.5	19.0			5	5	----	----	23.2	20.9	22.4
Ulster County Comm. College		III	2	2	2	2	37.0	30.7	26.7	22.4	30.8	1	2	1	2	48.7	40.4	35.1	29.5	40.5
Union College		IIA	1	2	3	1	45.8	35.3	26.5	24.8	36.4	1	1	3	1	58.7	46.3	32.8	30.6	46.6
University of Rochester		I	2	2	2	2	54.3	39.3	31.7	23.8	43.0	2	2	2	2	66.0	48.1	38.8	30.0	52.5
Vassar College		IIB	1*	1	1	1	48.9	34.8	27.3	22.9	36.2	1*	1*	1	1	62.2	44.0	33.7	27.9	45.6
Wells College		IIB	3	4	4		30.9	25.8	21.1	----	26.7	3	4	4		38.4	31.2	25.1	----	32.6
Westchester Community Coll.		III	1*	1*	1*		55.0	48.4	42.0	----	47.1	1*	1*	1*		70.6	64.0	57.7	----	62.7
NORTH CAROLINA																				
Appalachian State University		IIA	3	3	2	2	38.3	32.4	29.1	22.5	33.7	4	3	2	3	45.3	38.1	34.2	26.7	39.8
Atlantic Christian College		IIB	5	5	5	3	26.7	21.7	18.9	19.6	21.5	5	5	5	4	32.4	25.5	22.1	22.4	25.3
Belmont Abbey College		IIB	5	4	4		26.4	24.0	20.8	----	23.2	5	4	5		29.9	27.6	23.9	----	26.6
Catawba College		IIB	4	4	5	4	29.0	24.3	20.2	17.8	24.3	4	4	5	5	34.5	28.6	23.6	20.2	28.6
Davidson College	29	IIB	1	1	2		42.1	35.1	25.7	----	35.6	1	1*	2		53.8	44.7	31.3	----	45.0
Duke University		I	1	1	2	1*	57.4	40.2	32.0	31.7	47.2	1	1	2	1*	70.2	49.4	37.6	35.4	57.4
East Carolina University		IIA	2	2	2	2	42.4	34.2	28.2	24.3	33.1	2	3	3	2	50.3	40.5	33.4	28.5	39.2
Elizabeth City State Univ.		IIB	2	2	1		36.2	31.3	28.1	----	30.6	2	2	1		43.7	37.8	33.9	----	36.9
Elon College		IIB	3	4	3	4	30.6	25.3	22.5	18.4	24.2	4	4	3	4	36.2	30.2	26.8	22.0	28.8
Fayetteville State Univ.		IIB	1	1	1*	1*	41.4	33.9	28.7	25.6	31.4	1	1	1*	1*	49.5	40.7	34.7	31.1	37.8
Gardner-Webb College	PNA	IIB																		
Greensboro College		IIB	4	5			27.7	22.8	----	----	24.2	4	5			34.1	27.4	----	----	29.1
High Point College		IIB	3	3	3		31.9	26.7	22.4	----	25.6	3	3	4		37.6	31.6	26.1	----	30.0
Johnson C. Smith University		IIB	3	4	4	4	30.9	25.6	21.2	18.2	22.7	4	4	4	4	35.2	29.5	24.3	20.7	26.0
Lenoir-Rhyne College		IIB	4	3	3		29.5	26.4	23.1	----	26.7	4	3	3		35.8	31.7	27.4	----	32.1
Mars Hill College	4	IIB	4	4	4	4	27.2	24.1	21.5	17.6	24.4	5	5	5	5	30.2	26.9	23.8	19.2	27.1
Methodist College		IIB	5	5	4	3	26.6	21.8	20.4	19.5	22.0	5	5	5	3	30.5	25.3	23.6	22.6	25.4
North Carolina A&T St. Univ.		IIA	2	2	2	1	41.0	35.4	29.4	25.0	33.0	3	2	2	1	48.8	42.3	34.9	30.1	39.3
North Carolina Central Univ.		IIA	2	2	2	1	42.7	33.8	29.4	27.1	33.5	2	3	2	1	50.3	40.4	35.3	32.7	39.9
North Carolina Sch.of Arts		IIB				1*				31.0	31.0				1*				36.9	36.9
North Carolina State Univ.		I	2	2	1	1	52.8	38.2	33.1	26.6	38.1	3	3	2	2	61.6	44.7	38.7	31.3	44.6
Pembroke State University		IIB	1	1	1		40.8	33.8	26.5	----	32.1	1	1	1		48.6	40.2	31.9	----	38.4
Pfeiffer College		IIB	5	4	5		23.6	23.7	19.0	----	21.8	5	4	5		29.6	28.2	22.7	----	26.3
Piedmont Bible College		IIB	5				15.2				15.2	5				17.4				17.4
St. Andrews Presb. College		IIB	3	3	4		33.0	27.6	21.8	----	26.2	3	3	4		37.4	32.6	24.8	----	30.2
Salem College		IIB	3	3	3		31.7	26.8	23.9	----	27.0	3	3	2		37.3	32.9	29.4	----	32.6
Southeastern Bapt.Theol.Sem.		IIA	5				28.9	----	----		28.3	5				39.2	----	----		38.2
Univ. of N.C. at Asheville		IIB	1	1	1		42.2	33.1	28.3	----	31.9	1	1	1		49.8	39.0	33.2	----	37.7
Univ. of N.C. at Chapel Hill		I	2	2	2	1	53.2	38.5	31.4	28.1	42.1	2	3	3	1	62.0	45.1	37.2	32.2	49.3
Univ. of N.C. at Charlotte		IIA	2	2	2		42.1	35.0	29.3		32.9	3	2	2		49.5	41.0	34.3		38.5
Univ. of N.C. at Greensboro		I	3	3	3	3	48.4	35.4	29.3	23.7	35.1	1*	4	4	3	78.5	41.8	34.3	28.5	47.0
Univ. of N.C. at Wilmington		IIB	1	1	1*		41.8	34.3	28.6		32.1	1	1	1		49.7	40.8	33.7		38.0
Wake Forest University		IIA	1	2	3	4	45.4	35.1	27.3	20.9	36.1	2	2	3	5	54.6	42.8	31.9	23.5	43.1
Western Carolina University		IIA	3	2	2	2	40.3	34.4	28.2	23.5	32.7	3	2	3	2	47.9	40.9	33.4	27.7	38.9
Winston-Salem State Univ.		IIB	2	2	1	2	37.9	30.3	27.6	22.2	30.2	2	2	1	2	45.5	36.2	33.4	26.9	36.4
NORTH DAKOTA																				
Dickinson State College		IIB	3	3	2	1	30.5	28.5	25.7	22.7	26.6	3	2	1	1	37.7	35.0	31.4	28.0	32.7
Jamestown College		IIB	4	4	4	4	27.5	25.7	20.3	18.2	22.3	5	4	4	4	31.7	30.8	24.5	22.2	26.7
Mayville State College		IIB	3	2	3		33.4	29.0	23.7	----	27.2	3	2	2		40.7	35.7	29.5	----	33.3
Minot State College		IIB	2	2	1	1	35.2	30.6	25.9	23.4	28.7	2	2	1	1	43.4	38.0	32.5	28.4	35.5
North Dakota State Univ.		IIA	3	3	3	5	38.9	31.6	27.0	18.9	31.0	4	4	4	5	43.4	36.0	30.8	21.4	35.1
Univ. of North Dakota-Main		I	5	5	5	3	37.9	30.8	26.5	23.0	30.9	5	5	5	3	46.3	37.7	32.1	27.9	37.7
Valley City State College		IIB	3	2	2	1	32.9	30.5	25.2	24.1	28.3	3	2	2	1	40.3	37.7	30.8	29.3	34.7
OHIO																				
Air Force Inst. of Tech.	27	IIA	2	1	1*		44.0	36.3	33.7	----	37.9	2	2	1*		51.1	42.1	39.1	----	44.1
Antioch University	85	IIA	5	5	5		28.9	23.6	22.1		24.6	5	5	5		36.3	29.5	28.2		31.4
Art Academy of Cincinnati		IIB									18.2									22.5
Athenaeum of Ohio	86	IIB						----		----	----						----		----	----
Baldwin-Wallace College		IIB	3	3	3		33.0	27.8	23.0	----	29.4	3	2	3		41.1	35.3	28.6	----	36.9

BEST AVAILABLE COPY

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
31.	ALL	ALL	55.						15	10	4	4	5	7	7	7	----	27.0	----	----	----	25.0	----	----
18.					----	----	5.4	5.3	1	1	2		2	1	16	13	----	----	----		----	----	----	----
32.	ALL	ALL	73.	16.	6.3	3.8	6.6	6.0	31	16	10	10	4	6	5	9	----	30.5	----	22.8	----	31.4	----	22.0
28.	93.	50.			5.8	6.5	6.7	4.8	57	48	32	5	1	10	9	2	----	36.3	26.6	----	----	30.8	26.1	----
22.	99.	68.			7.6	10.1	10.2	6.7	217	109	93	5	13	30	64	10	54.6	40.1	34.7	----	49.5	36.4	27.5	----
26.	98.	ALL			7.5	10.2	9.1	----	45	30	31	5	17	27	31	1	49.6	35.2	27.9	----	47.3	34.4	26.7	----
22.	ALL	80.	27.		5.0	5.0	6.0	----	15	6	5	1	6	9	6	1	31.2	25.9	----	----	30.3	25.7	----	----
33.	ALL	ALL	ALL		6.0	6.0	6.0	----	30	37	39	1	6	23	24	1	54.9	48.5	42.8	----	55.1	48.1	40.6	----
18.	98.	79.	16.		4.9	5.5	5.6	4.7	191	94	59	11	41	24	24	6	39.0	32.9	29.5	22.4	35.4	30.8	28.1	22.6
18.	89.	76.	17.		5.2	4.8	6.1	7.7	18	17	12	8		8	17	6	----	21.6	18.8	20.1		22.0	19.0	18.9
15.	ALL	73.	31.		3.8	5.0	4.6	----	8	13	8	1		2	5		----	----	----	----		----	----	
18.	89.	55.	19.		8.4	7.8	8.7	11.3	29	8	11	6	6	3	10	6	29.7	----	20.3	19.0	25.7	----	20.1	16.5
27.					6.0	8.2	9.5		47	36	26	3					----	----	----	----				
22.	99.	87.	5.		7.3	7.7	8.1	8.2	276	119	83	8	15	27	32	5	57.3	40.5	32.0	----	59.5	38.7	31.9	----
18.	97.	84.	40.		5.5	5.5	6.0	6.3	174	130	87	5	36	54	82	6	42.7	34.3	28.5	----	41.0	33.8	27.8	----
21.	97.	29.	25.		3.8	5.4	5.1	----	23	13	17	1	8	4	7	2	36.3	----	28.6	----	36.0	----	27.1	----
19.	ALL	71.	6.		9.0	8.5	10.3	10.4	14	25	32	3	2	6	18	6	----	25.4	23.0	----	----	24.8	21.7	----
20.	80.	69.	36.	63.	8.2	7.6	7.9	9.2	21	37	37	4	4	11	22	4	----	33.9	28.8	----	----	33.8	28.6	----
20.	85.	70.			3.4	2.8	----	----	11	7	3	1	2	3	1	3	----	----	----	----	----	----	----	----
17.	77.	67.	21.		12.9	8.6	9.1	13.0	13	17	13	1		4	6	2	----	----	23.0	----		----	21.0	----
15.	63.	69.	22.		2.9	5.2	5.1	4.9	6	12	18	6	2	4	9	10	----	----	21.0	18.8	----	----	21.4	17.8
20.	ALL	71.	22.		8.6	8.1	10.2	----	29	14	13	2	12	10	10	1	29.4	26.5	23.2	----	29.6	26.2	22.9	----
11.	ALL	97.	20.		2.7	2.5	2.5	2.5	24	21	5	4	6	10	5	3	27.8	24.4	----	----	24.6	23.6	----	----
16.	80.	65.	21.						7	9	10	4	3	8	4	5	----	24.2	----	----	----	19.1	----	----
19.	93.	78.	30.	26.	4.4	4.0	5.8	4.0	62	59	57	12	13	29	41	11	41.2	36.3	31.2	26.6	40.1	33.6	26.9	23.2
19.	94.	75.	38.	86.	5.4	4.2	4.3	5.5	40	53	53	3	12	26	43	4	43.2	34.2	30.0	----	40.8	33.0	28.6	----
19.				1.				10.6				47				33				32.0				29.6
17.	ALL	85.	13.		5.5	6.2	6.5	9.8	343	243	171	13	14	54	71	1	53.1	38.6	33.6	----	45.9	36.2	31.9	----
20.	ALL	86.	21.		6.2	6.6	7.0	8.9	32	24	22	2	4	5	6		----	----	26.7	----	----	----	25.6	
21.	ALL	40.	25.		0.5	0.0	0.0	----	12	10	7	2	2	5	5	2	----	----	----	----	----	----	----	----
15.									14				4				----				----			
15.	ALL	74.	32.		3.8	4.4	4.7	----	10	17	14		1	2	5	2	----	----	----		----	----	----	----
21.	ALL	85.	33.		5.6	6.5	10.4	----	6	12	5	1	6	8	7	3	31.2	26.8	----	----	32.2	26.8	----	----
35.	ALL				6.6	----	----		31	2					1		----	----					----	
18.	82.	81.	5.		5.6	6.6	6.1	5.6	22	26	21	3		6	18	1	----	33.1	27.8	----		32.9	28.8	----
17.	98.	85.	4.		5.2	6.4	5.4	5.7	469	217	146	8	38	82	92	8	53.7	38.9	32.9	30.6	46.7	37.4	29.1	25.7
17.	99.	89.	11.		4.8	5.3	5.4		89	137	92		12	38	40		42.3	35.3	30.2		40.0	33.9	27.3	
34.	ALL	97.	22.		4.8	5.6	5.9	5.6	113	99	62	6	24	54	56	7	48.9	35.2	29.5	24.0	46.3	35.6	29.0	23.4
18.	ALL	87.	26.		7.1	8.0	7.5		55	59	81		5	17	36		----	34.3	29.2		----	34.5	27.2	
20.	ALL	86.	3.		5.6	6.3	6.5	5.8	105	62	32	7	6	17	6	18	45.5	36.3	27.9	23.4	44.2	30.9	24.5	20.0
19.	95.	86.	36.		5.3	5.7	5.9	6.0	63	91	49	21	3	23	34	7	----	34.7	28.6	23.4	----	33.2	27.5	23.7
20.	97.	55.	20.		5.6	2.4	4.8	-1.5	23	23	16	5	8	15	19	4	38.1	32.0	27.1	----	37.4	27.6	27.9	----
23.	72.	80.	33.		4.4	4.1	4.0	4.1	16	12	14	7	2	3	1	11	----	----	----	22.5	----	----	----	22.9
20.					----	4.9	4.2	7.2	6	7	7	3		4	6	7	----	----	21.0	----		----	19.5	----
22.	ALL	60.	14.		4.5	4.8	5.7		11	7	10		1	3	4	1	----	----	----		----	----	----	----
24.	96.	82.	43.		6.1	11.3	9.3	12.8	25	29	27	11	3	4	17	11	----	----	26.3	23.9	----	----	25.4	22.9
13.	97.	83.	10.	10.					142	110	109	17	3	17	31	13	----	31.7	27.3	20.0	----	30.7	25.9	17.4
22.	98.	78.	17.	3.	3.5	5.2	5.7	6.0	122	106	61	12	7	43	46	24	38.1	31.8	28.0	26.1	35.0	28.6	24.4	21.4
22.					6.1	6.2	6.2	6.1	15	11	5	5	1	2	11	4	----	----	----	----	----	----	----	----
16.									30	24	26	1		2	2	2	----	----	----	----		----	----	----
28.	66.	73.							31	7	6		7	4	6		29.3	----	22.4		27.2	----	21.9	
23.																								
...						----		----		1		1						----		----				
25.	89.	79.	10.		5.2	5.5	8.1	----	57	32	12	3	9	11	9		33.3	28.1	23.5	----	31.2	26.7	22.2	

APPENDIX I	NOTES	(1) INSTCATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
O H I O(CONTD)																				
Bluffton College		IIB	5	5	5		24.6	21.2	19.5	----	22.1	5	5	4		29.9	25.2	24.3	----	26.8
Bowling Green State Univ.		I	4	3	3	4	46.6	36.4	29.3	21.1	36.1	4	3	3	4	56.0	44.2	35.8	26.1	43.8
Bowling Green State U-Frids.		III		1*	1	1	----	36.0	28.0	23.8	29.5		1	2	2	----	43.8	34.4	29.0	36.0
Capital University		IIB	3	4	4	3	33.0	25.4	22.3	20.3	28.0	2	3	3	2	41.4	31.5	27.5	24.5	34.9
Case Western Reserve Univ.		I	2	3	2	3	51.2	36.6	31.1	22.5	39.7	2	2	2	3	63.5	46.2	39.4	28.0	49.7
Cedarville College		IIB	4	4	3		30.4	25.4	22.4	----	25.0	4	4	4		35.8	30.4	26.3	----	29.6
Clark Technical College		III		3	3	4	----	28.8	25.6	20.6	25.7		3	3	4	----	35.7	31.5	25.0	31.6
Cleveland State University	3	IIA	1	1	1	1	48.8	36.8	30.3	24.6	38.1	1	1	1	1	59.1	45.3	37.8	31.2	46.7
College of Mount St. Joseph		IIB	4	4	4	3	28.3	24.8	21.4	19.7	23.3	4	4	4	3	34.8	28.8	24.4	22.5	27.2
College of Wooster		IIB	2	2	2	1	37.8	29.0	24.2	23.1	31.0	1	2	3	2	49.5	36.3	28.6	26.6	39.2
Denison University		IIB	1	1	2	2	40.7	32.5	25.4	21.7	32.6	1	1	1	2	55.2	42.1	31.7	25.8	42.6
Findlay College		IIB	4	3	4	3	30.3	26.7	21.1	19.6	23.5	3	3	4	4	36.7	32.0	24.7	22.0	27.6
Hebrew Union College	88	IIA	1*	1*			58.6	39.1	----	----	51.6	1*	1*			71.2	50.8	----	----	63.7
Heidelberg College		IIB	4	4	4	4	30.2	25.2	21.3	17.6	24.6	3	4	4	5	37.7	29.9	25.4	19.6	29.6
Hiram College		IIB	3	3	4	3	32.6	26.1	22.1	19.1	27.2	3	4	3	3	39.8	31.3	27.6	22.5	33.1
Jefferson Technical College	1	III		2	2	1		31.0	26.6	24.1	28.1		2	2	1		38.3	33.3	30.5	35.0
John Carroll University		IIA	3	3	3	2	38.2	31.8	26.8	24.4	33.0	5	5	5	4	38.2	31.8	26.8	24.4	33.0
Kent State Univ.-Main Campus		I	4	4	4	3	45.1	35.0	29.0	22.7	35.8	4	4	3	3	54.6	42.9	36.2	28.9	43.9
Kent State Univ.-Ashtabula		III		1	1		----	33.2	28.5	----	29.7		2	1		----	40.9	35.5	----	36.9
Kent State Univ.-Liverpool		III			3			----	25.6	----	26.6			3			----	32.3	----	33.4
Kent State Univ.-Geauga		III						----	----	----	----						----	----	----	----
Kent State Univ.-Salem		III			3		----	----	25.9	----	27.7			2		----	----	32.6	----	34.7
Kent State Univ.-Stark		III		1	1		----	34.5	29.2	----	31.8		1	1		----	42.5	36.4	----	39.3
Kent State Univ.-Trumbull		III		1	3		----	33.4	25.4	----	29.4		1	3		----	41.1	32.0	----	36.6
Kent State Univ.-Tuscarawas		III		1	1		----	34.6	28.6	----	29.4		1	1		----	42.5	35.7	----	36.6
Kenyon College		IIB	1*	1	2	2	47.5	34.9	25.7	21.4	33.1	1	1	2	2	56.6	42.6	31.2	25.7	39.9
Lakeland Community College		III	2	1	1*	1*	36.7	35.1	34.3	30.0	34.6	2	1	1*	1*	44.3	42.2	41.5	36.7	41.8
Lorain County Comm. College		III		1	1	2	----	35.4	28.9	23.1	29.8		1	1	2	----	42.7	35.3	28.4	36.2
Lourdes College	89	IIB				3		----	----	19.5	19.7				3		----	----	23.7	24.1
Marietta College		IIB	3	3	2		32.4	28.3	25.8	----	29.2	3	2	1		40.6	36.8	31.4	----	36.8
Miami University-Hamilton		III		1	2	1	----	35.4	27.6	24.7	30.0		1	2	1	----	42.9	33.5	30.0	36.3
Miami University-Middletown		III		1	1	1*	----	34.5	28.4	30.7	31.8		1	2	1*	----	41.8	34.5	37.3	38.6
Miami Univiversity-Oxford		I	3	3	4	2	47.0	36.0	29.1	25.1	36.3	3	3	4	2	56.9	43.7	35.3	30.4	44.0
Mount Union College	4	IIB	3	3	3	2	33.7	26.9	23.5	21.0	28.2	2	3	3	2	43.1	32.9	28.3	24.6	35.0
Mount Vernon Nazarene Coll.		IIB	4	4	4		27.2	24.0	20.7	----	22.8	4	4	4		32.6	28.9	25.0	----	27.3
Muskingum Area Tech. College		III		4	4	3	----	26.6	24.0	21.6	24.3		4	4	3	----	32.7	29.8	27.1	30.2
Muskingum College		IIB	3	3	3		34.1	28.5	22.7	----	28.0	2	2	3		43.3	36.1	27.9	----	35.0
Notre Dame College		IIB			4		----	----	20.7	----	20.3			4		----	----	24.9	----	24.5
Oberlin College		IIB	1	1	1	1	45.1	33.3	26.8	24.2	36.8	1*	1	1	1	61.3	43.0	32.9	28.9	48.4
Ohio Coll.of Podiatric Med.		IIB		1*	1*		----	43.4	35.4		40.9		1*	1*		----	51.8	41.4		49.0
Ohio Dominican College		IIB	3	4	4		31.8	24.9	21.7	----	24.4	4	4	4		36.0	29.1	25.5	----	28.5
Ohio Northern University		IIB	2	2	2	2	36.0	29.0	25.7	21.5	30.1	2	2	1	1	46.2	36.0	31.4	27.1	37.9
Ohio State Univ.-Main campus		I	2	1	1	3	54.0	39.6	33.1	23.7	42.7	2	2	1	3	63.9	47.4	40.0	29.2	50.9
Ohio State Univ.-Agr. Tech.		IIB		2	1			30.2	26.8	----	27.9		2	1			36.6	32.7	----	34.0
Ohio State Univ.-Lima		IIB		1*	1*			35.2	28.9	----	31.8		1	1*			42.4	35.2	----	38.5
Ohio State Univ.-Mansfield		IIB		1	1		----	33.8	27.9	----	31.0		1	1		----	40.8	34.0	----	37.6
Ohio State Univ.-Marion		IIB		1	1		----	35.0	25.9	----	31.2		1	1		----	42.2	31.8	----	37.8
Ohio State Univ.-Newark		IIB		1	1*		----	33.8	31.2	----	32.4		1	1*		----	40.7	37.8	----	39.2
Ohio University-Athens		I	4	3	3	3	46.0	36.0	29.7	23.7	37.6	4	3	3	2	55.4	44.0	36.8	29.9	45.9
Ohio University-Belmont		III			1*			----	30.5		32.0			1			----	37.7		39.5
Ohio University-Chillocothe		III		2	2			30.7	27.2	----	28.9		3	2			38.0	34.0	----	35.8
Ohio University-Lancaster		III		1	3			33.4	25.8		29.7		1	3			41.0	32.3		36.8
Ohio University-Zanesville		III		2	2		----	32.6	26.7	----	28.9		2	2		----	40.2	33.4	----	35.8
Ohio Wesleyan University		IIB	3	3	3		34.0	26.3	23.0		28.8	2	3	2		44.9	34.1	30.2		37.8
Otterbein College		IIB	3	4	3	4	32.7	25.9	22.5	18.5	25.1	3	3	4	4	39.8	31.7	26.0	20.7	29.8
Rio Grande College		IIB	5	3	2	4	24.5	26.8	24.1	17.5	22.9	5	3	2	3	31.6	32.8	30.7	22.5	29.0
Trinity Lutheran Seminary		IIA	5	5			29.6	28.0	----	----	28.0	5	5			35.5	33.8	----	----	33.7
United Theological Seminary		IIB	4	3			27.7	26.3			27.2	4	4			32.5	31.1			32.0

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	84.	43.	36.						16	10	5		3	4	6	1	----	----	----		----	----	----	----
21.	ALL	94.	29.	6.	8.7	8.7	10.1	8.1	221	161	111	26	19	52	65	46	47.0	37.0	29.9	21.4	42.2	34.4	28.4	20.9
22.		ALL	44.		----	9.0	9.3	8.8	2	10	6	8		1	3	5	----	----	----	----		----	----	----
25.	ALL	69.	22.		5.3	7.5	6.5	6.1	46	14	12	3	14	12	15	5	33.9	28.2	23.8	----	29.8	22.2	21.2	----
25.	95.	75.	1.		7.0	4.8	7.2	9.0	176	120	98	13	12	26	40	17	51.4	37.1	31.8	23.8	48.3	34.2	29.4	21.5
18.	91.	80.	15.		4.0	4.8	8.6	----	21	12	27	2	1	8	14		----	25.9	23.7	----	----	24.8	19.8	
23.					----	5.7	4.6	5.5	2	8	8	3	2	9	9	11	----	29.3	27.0	----	----	28.3	24.4	----
23.	ALL	94.	2.		5.0	4.9	7.0	6.1	131	196	63	18	12	38	34	18	48.7	37.4	31.7	25.8	50.3	33.7	27.6	23.5
17.	80.	53.	19.		11.2	6.8	6.1	----	6	6	7	3	4	13	20	4	----	23.2	22.0	----	----	25.6	21.1	----
26.	96.	89.			6.4	7.0	8.6	----	51	14	22	5	5	5	18	3	----	----	24.4	----	----	----	23.9	----
31.	ALL	81.			6.1	7.1	7.1	6.7	59	21	31	7	4	11	24	3	----	33.5	26.0	----	----	30.6	24.5	----
17.	ALL	81.	23.		6.8	15.7	8.4	11.0	12	13	12	12	4	3	10	8	----	----	20.3	21.0	----	----	22.0	17.5
24.	ALL				4.8	6.7	----	----	29	7	1	1			1	1	----	----	----	----			----	----
20.	ALL	67.	12.		5.4	6.1	5.5	----	19	13	10	7	3	2	7	4	----	----	22.3	----	----	----	19.8	----
22.	93.	95.	21.		5.2	6.2	6.5	----	28	13	10	4	1	7	4	4	----	26.8	----	----	----	24.9	----	----
25.										14	5	4		7	7	7		31.3	----	----		30.4	----	----
0.	99.	84.	29.	50.					63	25	38	4	12	7	10	2	39.1	31.5	27.3	----	33.7	33.1	24.7	----
23.	98.	94.	35.	30.	6.5	7.5	7.4	9.6	199	178	160	2	16	50	92	8	45.3	35.1	30.1	----	42.8	34.6	27.2	----
24.		ALL	81.			7.8	7.2	----	1	7	11	2		1	5	1	----	----	----	----		----	----	----
25.			42.			----	8.8	----		2	5				7	1		----	----			----	----	----
---						----	----	----			2	1		1					----	----		----		
25.			38.		----	----	6.9	----	1	2	3	2			5		----	----	----	----			----	
24.		ALL	88.		----	6.9	6.5	----	1	18	14	1	1	4	12		----	----	30.3	----	----	----	28.0	
24.		ALL	47.		----	7.2	7.1	----	1	14	15	2		7	4		----	33.3	----	----		33.4	----	
24.		ALL	71.		----	8.3	7.3	----	1	5	11	1		2	6	3	----	----	28.2	----		----	29.4	----
21.	ALL	98.	24.		5.6	7.6	10.1	10.5	25	35	22	9		5	15	5	----	----	26.4	----		----	24.7	----
21.	ALL	ALL	ALL	35.	6.9	6.9	7.9	6.4	34	21	3	9	9	6	6	14	38.5	35.2	----	32.5	29.8	34.6	----	28.4
22.		ALL	81.	8.	----	6.4	9.4	8.9	5	29	7	13		9	9	23	----	35.4	29.9	21.8		35.4	28.2	23.8
22.										1	1	2			1	6		----	----	----			----	----
26.	97.	89.	21.		6.1	6.3	6.6	----	29	24	13	1	2	3	6		----	----	25.8	----	----	----	26.0	
21.		ALL	17.	22.	----	7.3	7.9	7.0	4	7	10	5		4	13	4	----	----	28.3	----		----	27.1	----
21.		ALL	20.	76.	----	6.8	7.7	7.6	1	12	6	6		5	4	11	----	----	----	35.0		----	----	28.4
21.	98.	90.	23.	18.	6.9	7.1	7.8	6.8	226	185	127	58	15	39	69	41	47.3	36.5	29.7	26.0	42.6	33.9	28.0	23.8
24.	ALL	79.	13.		7.2	7.8	7.3	----	23	16	14	4	3	3	2	2	----	----	----	----	----	----	----	----
20.					6.4	6.9	8.7	----	11	11	17	3	1	2	9	1	----	----	20.6	----	----	----	20.9	----
24.					----	5.7	6.1	----	1	9	9	6		2	5	4	----	----	----	----		----	----	----
25.	ALL	62.	8.		4.7	6.5	6.5	----	26	10	18	4	1	3	7	1	----	----	23.1	----	----	----	21.8	----
21.					----	----	8.5	----	1	1	5	1		2	4	2	----	----	----	----		----	----	----
32.	98.	92.			5.7	6.6	7.6	----	87	42	26	6	6	21	19	3	45.4	33.6	27.4	----	41.0	32.7	25.9	----
20.									3	10	8			2	1		----	----	----			----	----	
17.	89.	90.	15.						3	8	6	1	6	12	7	4	----	25.9	23.3	----	----	24.3	20.4	----
26.	96.	77.	42.		6.1	6.8	6.7	7.6	51	39	17	12	3	8	7	7	----	29.2	26.1	22.0	----	28.0	24.8	20.7
19.	ALL	97.	21.	14.	6.1	6.7	6.7	4.8	687	473	345	31	42	114	151	60	54.3	40.0	34.0	26.9	48.0	38.0	31.1	22.1
22.		ALL	55.			3.0	6.4	----		15	10	3		2	1	2		----	----	----		----	----	----
21.		ALL	62.			6.9	7.6			17	9	2		2	4	1		----	----	----		----	----	----
21.		ALL	71.		----	6.0	5.0	----	2	10	9			3	5	2	----	----	----			----	----	----
21.		ALL	13.		----	7.1	6.4	----	1	9	6	1		3	2		----	----	----	----		----	----	
21.		ALL	75.		----	6.8	6.2	----		9	8	1	1	3	4	1		----	----	----	----	----	----	----
22.	99.	92.	31.	23.	8.2	8.7	9.1	8.1	214	167	107	9	12	40	61	4	46.3	36.3	30.5	----	41.0	34.7	28.4	----
23.			75.			----	8.9			4	11				1			----	----			----		
24.		ALL	71.			8.6	9.3	----		10	5	3		2	2			----	----	----		----	----	
24.		ALL	60.			9.1	7.8	----		14	11			2	4			----	----			----	----	
24.		ALL	90.		----	8.4	9.4	----	2	7	6	2		3	4	3	----	----	----	----		----	----	----
31.	96.	88.	9.		5.0	11.2	5.9		48	25	17		6	7	18		34.2	26.5	23.1		32.3	25.7	23.0	
19.	ALL	84.	30.						20	12	17	6	4	7	23	8	----	26.0	22.2	18.5	----	25.8	22.7	18.5
27.	67.	82.	63.		8.7	8.7	8.7	8.6	6	9	17	11		8	7	6	----	27.8	24.5	16.4		25.6	23.2	19.3
20.	ALL	71.			3.9	----	----	----	10	6	1	1		1	1		----	----	----	----		----	----	
18.	91.	50.			4.8	----	----		10	4			1	2			----	----			----	----		

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
OHIO(CONTD)																				
Univ. of Akron- Main Campus		I	3	3	2	2	46.8	36.0	30.7	25.6	37.4	4	3	2	1	56.2	43.7	37.4	31.6	45.3
Univ. of Akron-Wayne Gen.Tch		III		4	4		----	27.8	22.8	----	24.5		4	4		----	34.1	28.3	----	30.3
Univ.of Cinti.-Main Campus	90	I	2	2	3	3	50.7	38.1	29.5	22.4	40.3	2	2	3	3	63.1	47.4	36.7	27.9	50.2
Univ.of Cinti.-Clrt.Gen.Tech	90	III		1	2		----	34.5	27.2	----	28.5		1	2		----	42.8	33.8	----	35.4
Univ.of Cinti.-R.Walters	90	III	1	1	2	4	40.3	33.8	26.2	19.3	29.7	1	1	2	4	50.1	42.0	32.5	24.0	36.9
University of Dayton		IIA	3	2	3	5	39.8	34.0	26.8	17.3	33.1	3	2	4	5	48.8	40.7	31.4	20.1	39.8
University of Toledo		I	3	3	3	3	47.0	36.8	30.1	23.4	39.0	3	3	3	2	56.7	44.9	37.0	29.6	47.4
Ursuline College		IIB			4	3	----	----	21.7	19.8	21.6			4	3	----	----	26.4	24.0	26.1
Walsh College		IIB	4	4	3		29.7	25.1	22.5	----	24.4	3	4	3		37.2	30.8	27.1	----	29.7
Wilberforce University		IIB		5	5	5	----	20.5	16.8	14.3	17.8		5	5	5	----	24.7	20.5	16.4	21.4
Wilmington College		IIB	4	3	4		30.1	26.2	21.5	----	25.3	3	4	4		38.1	30.5	24.9	----	30.5
Wittenberg University		IIB	1	1	2	2	40.8	32.0	24.8	20.9	32.5	1	1	2	2	50.6	42.1	30.4	24.6	41.0
Wright State University-Main		IIA	1	1	1	2	49.0	37.0	30.7	22.5	37.4	1	1	1	2	59.5	45.5	37.9	28.2	45.8
Wright State University-Wtrn		III			1		----	----	28.0	----	28.4			1		----	----	35.2	----	35.6
Xavier University		IIA	3	3	3	3	38.4	31.4	27.2	21.7	31.9	3	3	2	2	48.7	38.9	34.1	27.6	40.0
Youngstown State University		IIA	2	1	2	2	43.9	36.3	27.5	23.0	36.3	2	1	2	2	54.1	45.2	34.9	29.5	45.2
OKLAHOMA																				
Bacone College		III			5	5		----	17.1	15.1	16.8			5	5		----	20.5	17.5	19.8
Bartlesville Wesleyan Coll.		IIB									18.4									23.7
Cameron University	4	IIB	3	2	2	4	33.9	29.9	25.6	18.6	28.2	3	2	2	4	39.1	34.8	30.0	22.1	32.9
Central State University	21	IIA	3	2	1*	1	37.9	34.6	31.7	26.8	33.5	4	3	2	1	42.3	38.7	35.5	30.1	37.4
East Central University		IIB	2	1	1*	1	35.8	32.9	28.5	22.8	29.7	3	2	1	2	39.9	36.7	32.0	25.8	33.3
Langston University		IIB	3	3	2	1	33.2	26.1	24.8	24.3	25.8	3	4	3	1	36.8	29.1	27.6	27.1	28.8
Oklahoma Baptist University		IIB	4	4	4	3	29.5	24.9	21.9	19.3	23.9	3	4	3	3	36.5	30.9	27.2	23.7	29.6
Oklahoma Christian College		IIB	3	2	3	3	32.6	29.0	23.1	19.6	27.8	4	3	4	4	36.3	32.2	25.8	21.4	30.9
Oklahoma State Univ.-Main		I	5	5	5	4	40.0	31.8	27.7	22.2	31.9	5	5	4	3	48.8	39.0	34.1	27.6	39.2
Phillips University		IIB	4	4	4		27.3	23.5	20.4	----	23.7	5	5	5		31.1	27.0	23.0	----	27.2
Southeastern Okla. St. Univ.		IIA	5	4	3	2	33.5	30.7	26.6	22.5	28.1	5	5	4	4	37.4	34.4	29.8	25.5	31.5
University of Oklahoma		I	5	5	5	5	41.4	31.4	27.0	17.5	33.5	5	5	5	5	50.8	38.4	32.9	21.2	41.0
University of Tulsa		IIA	1	2	2	4	47.8	34.7	27.7	19.8	35.5	1	2	3	4	57.9	42.8	33.5	24.3	43.3
OREGON																				
Eastern Oregon State College		IIB	3	3	3		34.1	27.7	23.6	----	27.4	2	2	2		43.4	35.8	30.0	----	34.9
George Fox College		IIB	5	5	5		25.5	21.7	17.9	----	21.2	5	4	5		30.0	28.4	21.9	----	26.4
Lewis and Clark College		IIA	1	4	5		44.5	30.8	22.6	----	34.2	2	4			54.3	37.3	27.1	----	41.5
Linfield College		IIB	4	3	4		30.2	26.1	21.6	----	25.6	3	3	3		39.1	33.5	27.9	----	33.0
Northwest Christian College		IIB					----	----	----		23.0					----	----	----		29.5
Oregon Institute of Tech.		IIB	2	1	1	1	36.8	31.6	27.1	23.1	30.3	2	1	1	1	46.8	40.3	34.3	29.5	38.5
Oregon State University		I	5	4	4	5	41.6	33.5	28.0	20.2	33.8	4	4	4	4	52.4	42.6	35.5	26.2	42.9
Pacific Northwest Coll. Art		IIB									18.0									22.0
Portland State University		IIA	3	4	2	3	38.0	30.5	27.8	22.2	33.6	3	3	2	2	47.9	38.9	35.0	28.0	42.5
Reed College		IIA	2	3	4		41.1	31.5	25.9		34.9	2	3	4		50.0	38.4	31.4		42.5
Southern Oregon State Coll.		IIA	4	5	5		35.1	28.2	23.0	----	29.7	4	4	4		44.8	36.2	29.5	----	38.0
University of Oregon		I	5	5	5	4	41.1	32.0	26.7	20.5	32.8	4	4	4	4	51.7	40.7	33.6	26.2	41.4
University of Portland		IIA	4	4	4		36.9	29.6	25.1		29.0	4	4	4		45.4	36.4	30.4		35.5
Warner Pacific College		IIB		4	4		----	23.5	21.1		23.3		4	4		----	28.8	25.1		28.1
Western Baptist College		IIB	5				20.3	----		----	19.4	5				26.8	----		----	24.7
Western Oregon State College		IIA	5	5	5		32.5	28.1	23.7	----	29.1	4	4	4		41.5	36.1	30.4	----	37.3
Western States Chiro. Coll.		IIA			5		----	----	22.2		23.6			5		----	----	27.1		28.6
Willamette University		IIA	3	4	4		39.4	29.6	25.5	----	32.7	3	4	3		49.0	37.4	31.8	----	40.9
PENNSYLVANIA																				
Academy of the New Church		IIB			1*	1*	----	----	33.0	26.8	31.1			1*	1*	----	----	44.3	36.2	41.9
Albright College		IIB	1	2	1	1	39.0	31.2	26.8	24.8	32.7	1	2	1	1	47.8	37.9	32.6	29.4	39.8
Allegheny College		IIA	2	3	4	4	41.1	31.7	25.3	21.1	30.7	2	3	4	4	51.3	39.6	30.9	24.7	38.0
Allentown College St.Francis		IIB	2	2	2	3	34.7	30.0	24.5	18.9	26.1	2	2	3	4	41.4	34.7	28.1	21.5	30.2
Alliance College		IIB					----	----	----	----	18.8					----	----	----	----	22.9
Alvernia College		IIB		5	5	5	----	20.5	18.4	16.1	19.2		5	5	5	----	22.8	20.8	18.4	21.6
Beaver College		IIB	2	3	3	5	37.3	27.3	23.5	16.3	26.1	2	3	3	5	46.4	34.0	28.5	19.0	32.0
Bryn Mawr College		I	4	3	5		44.1	35.4	26.6	----	35.1	4	3	5		54.1	43.3	32.7	----	42.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	94.	85.	26.		8.0	7.9	8.8	8.1	218	200	116	12	21	66	82	34	47.2	36.7	31.7	25.7	41.9	33.9	29.3	25.6
23.		ALL			----	----	----	----	1	2	3	2		4	3	2	----	----	----	----		----	----	----
24.	98.	92.	22.	3.					348	258	134	14	35	99	110	16	51.3	38.3	30.2	22.0	45.1	37.6	28.6	22.8
24.		ALL	70.						1	2	7	1		4	3	2	----	----	----	----		----	----	----
24.	ALL	ALL	50.						5	21	9	2	4	16	19	12	----	34.5	28.1	----	----	32.8	25.3	----
20.	96.	78.	33.		7.3	8.6	7.5	3.4	107	128	78	6	7	18	32	7	40.0	34.7	27.0	20.2	36.3	29.0	26.3	14.8
22.	98.	86.	16.	11.	10.4	8.3	8.9	9.7	244	131	100	16	25	25	40	21	47.6	37.7	31.5	26.2	41.3	32.6	26.6	21.3
21.					----	----	5.0	4.6	1			2	4	5	9	19	----			----	----	----	----	----
22.	86.	69.			8.3	8.2	7.2	----	6	11	3	1	1	2	9	3	----	----	----	----	----	----	----	----
20.		87.	37.		----	3.0	4.2	----	3	10	8	6	1	5	11	6	----	----	16.7	14.1	----	----	16.9	14.6
21.	ALL	89.	43.		4.0	4.0	4.0	----	16	6	14	1		3	7		----	----	22.2	----		----	20.0	
26.	ALL	96.	37.		7.9	8.0	9.1	----	44	38	20	3	3	11	18	3	----	32.2	24.9	----	----	31.5	24.7	----
23.	98.	95.	19.		6.2	6.0	6.5	5.3	108	140	83	14	12	29	41	21	49.5	37.4	31.2	24.0	45.1	35.3	29.8	21.4
25.			77.		----	----	5.4	----	1	2	12	4			1	1	----	----	----	----			----	----
26.	ALL	ALL	16.		5.5	7.5	8.2	6.9	57	45	37	5	3	12	18	5	----	32.0	28.3	----	----	29.0	24.8	----
25.	99.	93.	46.		8.1	9.0	9.5	8.9	165	91	63	22	21	31	40	17	44.2	36.7	28.2	23.4	41.5	35.1	26.5	22.5
18.						----	0.0	0.0		3	1				8	8		----	----				----	----
29.																								
17.	96.	79.	41.		0.0	0.0	0.0	0.0	36	28	40	6	9	10	19	11	34.3	29.9	26.2	17.4	32.2	29.9	24.1	19.2
12.	ALL	67.	47.		0.6	1.3	1.9	1.2	80	44	63	34	26	26	43	20	37.9	34.6	31.7	26.8	37.9	34.7	31.7	26.7
12.	97.	87.	55.		0.0	0.8	0.5	0.5	32	22	44	12	3	9	18	13	----	33.1	28.7	23.1	----	32.5	28.2	22.6
11.	ALL	38.	14.	15.	-0.3	-2.1	-0.1	-1.2	3	6	11	14	5	2	10	12	----	----	25.4	25.5	----	----	24.1	22.9
24.	ALL	88.	37.		2.0	3.0	3.5	3.0	13	20	19	2	2	6	24	4	----	24.8	22.7	----	----	25.2	21.3	----
11.	78.	32.			5.5	3.2	3.8	4.2	22	18	9	5	1	1	3	4	----	----	----	----	----	----	----	----
23.	ALL	90.	10.	71.	0.2	-0.1	0.2	1.2	258	205	140	9	8	41	51	15	40.2	31.8	28.1	23.8	35.3	31.8	26.4	21.2
15.	89.	59.	6.		0.0	0.0	0.0	----	18	17	8	1	1	5	9	1	----	----	21.3	----	----	----	19.7	----
12.	98.	75.	56.		0.0	0.0	2.6	9.2	41	10	28	21	5	2	13	18	----	----	27.8	23.9	----	----	23.9	20.9
22.	98.	82.	6.		0.4	0.8	1.1	4.7	269	198	133	9	15	34	57	11	41.7	31.7	27.8	17.2	37.2	29.7	25.0	17.7
22.	91.	63.	7.		6.6	6.2	5.8	6.1	75	66	50	8	6	15	23	15	47.9	35.8	28.5	21.5	47.7	30.0	26.1	19.0
28.	82.	30.			5.9	5.3	10.8	----	15	21	15		2	2	7	2	----	----	24.1		----	----	22.7	----
24.	ALL	36.			1.3	2.5	2.8	----	7	10	9	1	1	1	1		----	----	----	----	----	----	----	
21.	98.	78.			7.2	10.1	9.1		50	48	15		9	12	14	2	45.2	31.1	22.8		40.8	29.8	22.3	----
29.	ALL	65.			3.8	5.3	4.1		31	19	19	1	5	12	22	1	----	26.6	21.8	----	----	25.3	21.5	----
28.									3	5	1						----	----	----					
27.	90.	48.	9.		7.3	7.9	6.6	9.1	26	34	43	7	5	8	12	5	----	32.2	27.7	----	----	29.3	24.8	----
27.	ALL	87.	8.		8.4	9.0	9.1	9.4	222	181	108	35	12	34	46	27	41.8	33.7	29.0	21.6	38.7	32.4	25.7	18.5
22.																								
26.	99.	78.	10.		6.9	8.1	8.3	7.4	192	95	40	7	25	30	32	4	38.4	31.1	27.9	----	35.4	28.5	27.6	----
22.	96.	84.			8.1	9.2	8.6		44	14	20		4	5	6		----	----	26.0		----	----	25.4	
28.	97.	75.	10.		9.3	7.1	5.6	7.2	69	48	17	1	5	13	14	4	----	28.6	23.3	----	----	26.9	22.7	----
26.	99.	94.	2.	20.	7.9	8.9	9.2	8.5	235	139	94	38	19	37	67	38	41.4	32.4	27.0	21.6	37.1	30.4	26.3	19.4
22.	89.	73.	7.		5.0	5.7	6.1		17	34	29		1	14	15		----	30.3	25.9		----	28.1	23.6	
21.					----	14.3	14.3		4	9	8			5	1		----	----	----			----	----	
27.	67.				----	----			6	4		1		1			----	----		----		----		
28.	ALL	81.	29.		6.6	6.6	6.7	----	44	37	15	1	13	6	9	1	32.9	28.3	23.8	----	31.3	26.7	23.5	----
21.			67.		----	----	7.0		1	4	7		1		2		----	----	----		----		----	
25.	96.	74.	13.		7.0	6.9	7.4	----	47	27	20	1	6	11	10	1	39.4	30.6	25.6	----	39.3	27.4	25.1	----
35.			38.	14.					2	4	6	6			2	1	----	----	----	----			----	----
22.	97.	ALL	41.		5.0	5.3	6.2	7.4	27	18	9	4	8	9	8	6	38.9	31.5	28.0	----	39.3	30.7	25.4	----
23.	ALL	87.	21.		4.9	8.0	8.2	9.6	37	20	46	4	2	3	15	6	----	----	25.6	----	----	----	24.2	----
16.	71.	73.			6.4	5.8	9.6	----	4	8	24	3	3	3	8	4	----	----	24.9	----	----	----	23.4	----
22.					----	----	----	----	3	2	3	1		1	2	3	----	----	----	----		----	----	----
12.					----	----	3.0	3.0	1	2	4	3	4	6	12	9	----	----	----	----	----	----	----	----
23.	91.	ALL	18.		4.4	3.8	4.3	----	10	13	12	1	1	6	21	5	----	27.8	24.1	----	----	26.2	23.1	----
22.	ALL	92.	8.		3.9	6.5	6.7	----	38	20	9		17	17	15	4	43.5	35.5	26.9		45.2	35.2	26.5	----

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
PENNSYLVANIA(CONTD)																				
Bucknell University		IIA	1	1	2		47.6	36.7	28.9	----	38.0	1*	1	2		60.9	46.6	35.8	----	48.1
Carlow College		IIB	2	4	5	5	34.2	24.9	19.6	17.2	23.5	2	4	4	4	42.4	30.1	24.0	21.5	28.8
Carnegie-Mellon University		I	1	1	1*	1*	60.1	40.8	36.1	35.7	47.8	1	1	1*	1*	73.8	50.1	43.8	42.7	58.6
Cedar Crest College		IIB	4	4	4		30.2	24.5	21.1	----	24.2	4	4	4		36.0	28.9	25.0	----	28.6
Chatham College		IIB	2	2	3	3	35.1	29.1	23.0	20.4	26.8	2	2	3	2	44.3	37.8	28.8	25.0	33.9
Chestnut Hill College		IIB		4	5		----	25.8	18.4	----	23.5		3	5		----	32.1	22.4	----	28.6
Clarion Univ.of Penn-Main	91	IIA	2	2	3	4	41.2	33.4	27.1	21.0	33.5	2	3	3	4	49.7	40.3	32.7	25.3	40.4
College Misericordia		IIB		4	4		----	26.0	21.7	----	23.2		4	4		----	29.7	24.5	----	26.4
CCAC-Allegheny Campus		III	3	2	2		33.9	31.0	27.7	----	31.8	3	2	1		42.5	39.0	35.1	----	40.0
CCAC-Boyce Campus		III	2	2	2		35.3	30.7	27.3	----	31.4	2	2	1		44.3	38.7	34.7	----	39.6
CCAC-North Campus		III	5	4	4		28.4	26.1	22.8	----	25.4	5	4	4		35.4	33.2	29.4	----	32.3
CCAC-South Campus		III	3	3	4		34.1	29.5	23.1	----	30.5	3	3	4		42.7	37.2	29.5	----	38.4
Dickinson College		IIB	1	1	2	1	42.4	32.6	25.7	22.7	31.2	1	1	1	1	53.9	42.1	32.0	27.3	39.4
Drexel University		I	2	3	2	2	50.6	36.1	31.9	25.4	38.8	2	3	2	1	62.3	45.0	38.6	31.6	47.7
Duquesne University		IIA	4	4	4	5	37.2	28.9	24.7	19.0	30.1	4	4	4	4	45.1	35.7	30.5	23.8	36.8
Eastern Baptist Tehol.Sem.		IIB	4				29.6	----	----		28.8	3				38.8	----	----		37.6
Eastern College		IIB	3	3	3	2	31.1	27.2	23.7	22.2	27.2	3	3	2	2	37.2	33.7	29.1	26.5	33.0
Edinboro University of Penn.		IIA	2	2	3		40.7	33.7	27.4	----	35.2	2	2	2		51.2	42.4	34.5	----	44.3
Franklin and Marshall Coll.		IIB	1*	1*	2	1	48.1	36.4	25.3	23.7	35.1	1*	1*	1	1	63.1	47.5	31.4	27.6	45.2
Gannon University		IIA	4	3	2	3	35.8	31.9	27.6	21.8	30.9	3	2	2	2	46.9	41.2	34.3	27.8	39.6
Geneva College		IIB	4	4	4		28.6	25.2	21.1	----	25.5	4	4	4		34.6	30.8	26.0	----	31.1
Gettysburg College		IIB	1	1	1	1*	46.0	34.7	26.0	27.8	34.5	1	1*	2	1*	55.2	44.1	31.1	32.7	42.3
Harrisburg Area Comm.College	3	III	2	3	4	3	36.0	30.1	23.2	20.8	31.7	3	3	4	3	44.2	37.5	29.6	26.8	39.3
Haverford College		IIB	1*	1*	1*		49.0	36.9	29.1	----	39.9	1*	1*	1*		62.2	46.6	36.0	----	50.3
Immaculata College		IIB	3	2			33.1	29.8	----	----	28.9	3	2			39.4	37.4	----	----	35.6
Indiana University of Penn.	92	IIA	2	2	3	5	41.1	33.4	26.4	19.4	33.5	2	2	3	4	50.0	41.0	33.0	24.9	41.2
Juniata College		IIB	2	3	2		36.8	28.4	24.4	----	31.1	2	2	2		47.4	36.3	30.9	----	39.8
Keystone Junior College		III	5	5	5	5	27.9	22.9	19.7	17.0	21.9	5	5	5	5	33.6	26.9	23.4	20.5	26.1
King's College		IIB	2	2	2		34.6	30.0	25.1	----	29.6	2	2	2		44.4	36.8	31.1	----	37.0
Lackawanna Junior College		III			5	5	----	----	16.9	13.4	16.6			5	5	----	----	20.6	16.7	20.3
Lafayette College		IIB	1*	1*	1*	1*	51.3	37.8	28.4	26.8	35.8	1*	1*	1*	1*	65.1	47.6	35.0	34.0	44.9
Lancaster Bible College		IIB			5		----	----	17.5	----	18.4			5		----	----	21.5	----	22.6
La Salle University		IIB	1	1	1	1	42.1	34.4	27.8	23.0	32.6	1	1	1	2	51.3	42.5	33.7	26.3	39.7
Lebanon Valley College		IIB	4	3	3		29.0	27.6	22.4	----	26.2	4	3	3		34.7	33.8	26.9	----	31.6
Lehigh University		I	2	2	2	1*	50.8	37.3	30.8	33.1	43.1	2	2	2	1*	66.3	48.2	38.4	38.9	55.8
Lock Haven University		IIB	1	1	2	2	42.1	34.5	25.6	21.8	34.4	1	1	1	2	52.7	42.4	31.6	26.7	42.6
Lutheran Theol.Seminary		IIA	5				25.5	----	----	----	23.0	5				31.9	----	----	----	28.5
Lycoming College		IIB	2	2	3	2	35.4	29.1	23.8	22.0	27.4	2	2	3	2	42.0	36.5	28.4	25.8	33.1
Marywood College		IIA	5	5	5	4	31.7	27.7	23.3	19.9	25.8	5	5	5	5	37.1	32.9	27.4	22.8	30.3
Mercyhurst College		IIB	3	3	4	3	31.2	26.5	22.0	20.3	25.0	3	3	4	3	38.8	33.1	26.0	23.5	30.4
Millersville Univ. of Penn.	1	IIA	2	2	3	3	40.7	33.3	26.6	21.7	33.5	3	2	3	2	49.5	41.0	33.3	27.6	41.2
Montgomery County Comm.Coll.		III	2	2	2		37.9	32.6	27.0	----	33.2	1	1	1		48.1	41.7	35.0	----	42.4
Moravian College		IIB	2	2	2		36.7	29.1	24.5	----	30.4	2	2	2		47.4	36.3	31.3	----	38.5
Muhlenberg College		IIB	1	1	2		40.8	31.7	25.5	----	32.4	1	1	2		53.0	42.2	31.2	----	41.4
Neumann College		IIB		4	4	2	----	23.5	21.9	20.5	22.5		5	4	3	----	26.7	24.2	23.0	25.2
Northampton County Area CC	4	III	4	3	3		31.8	29.5	25.5	----	28.9	4	3	3		39.4	36.8	31.3	----	35.8
Peirce Junior College		III	5	4	4	5	29.5	25.9	22.0	18.6	24.1	5	5	5	5	34.9	30.8	26.4	22.5	28.7
Penn State Univ.-Main Campus		I	2	3	3	5	50.4	36.8	30.5	19.6	37.1	3	3	3	5	59.8	44.4	36.9	24.5	44.6
Penn State Univ.IIA CAMPUSES	93	IIA	2	1	1	1	42.9	36.9	30.1	25.5	31.8	2	2	1	1	51.6	44.5	36.7	31.1	38.6
Penn State Univ.III CAMPUSES	94	III	1	2	3	3	40.6	31.8	26.1	21.4	26.3	1	2	3	3	48.8	38.8	32.0	26.7	32.3
Phila. Coll. of Pharm.&Sci.		IIA	2	3	4	3	43.4	32.7	25.7	21.5	30.2	2	2	3	2	54.7	42.1	33.9	28.9	39.1
Phila.Coll.of Textiles&Sci.		IIA	3	3	2		38.7	32.6	27.9	----	32.0	3	2	2		48.9	40.9	34.9	----	40.1
Point Park College		IIB	4	3	4	4	30.4	26.2	20.9	18.8	26.1	3	4	4	3	36.9	31.4	24.9	22.6	31.5
Rosemont College		IIB	3	2	5		31.7	29.2	19.3	----	25.5	3	3	5		36.8	34.0	23.8	----	30.2
St. Joseph's University		IIB	1	1	1	1	42.5	33.0	28.3	22.5	32.6	1	1	1	2	51.3	40.6	34.0	26.4	39.5
Seton Hill College		IIB	4	4	5	5	30.2	24.4	19.4	16.0	21.4	4	4	5	5	36.2	29.5	23.2	18.0	25.4
Shippensburg University		IIA	2	2	3		41.1	33.3	27.1	----	35.2	2	2	3		49.8	40.9	33.7	----	43.0
Susquehanna University		IIB	2	2	2		37.7	29.7	24.2	----	30.4	2	2	2		46.6	37.0	29.7	----	37.6

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.	98.	89.	4.		6.1	6.9	7.6		81	40	44		1	16	28	3	----	37.5	30.2		----	34.6	26.8	----
23.	ALL	33.			2.0	2.0	2.4	2.7	4	7	5		5	11	14	7	----	25.0	----		----	24.8	----	----
22.	ALL	38.			7.9	9.5	10.2	----	194	116	97	7	11	22	25	2	61.0	42.1	37.3	----	45.1	33.8	31.4	----
19.	92.	71.	4.		5.4	5.5	4.6		11	8	10		2	6	16	1	----	24.0	22.1		----	25.3	20.5	----
27.	ALL	ALL	11.		6.5	6.7	7.8	----	10	6	9	3		6	10	3	----	29.5	21.9	----		28.8	24.1	----
22.		86.	33.		----	5.4	5.6	----	3	4	3	1	1	3	9		----	----	----	----	----	----	----	
21.	91.	87.	59.	36.	4.4	5.6	9.7	7.7	88	78	48	6	9	11	40	8	41.2	33.5	27.5	20.9	41.2	32.8	26.7	21.1
14.		88.	14.		----	8.3	8.7	----	3	12	8	1	2	5	27	4	----	----	22.0	----	----	----	21.6	----
26.	ALL	96.	88.		6.0	6.0	6.0		35	30	18		34	17	6	1	35.6	32.4	28.6		32.1	28.5	25.1	----
26.	ALL	87.	75.		6.0	6.0	6.0	----	24	19	6	1	9	12	6	3	35.4	32.5	30.0	----	35.0	27.9	24.6	----
27.	ALL	92.	54.		6.0	6.0	6.0	----	5	8	7		5	5	6	1	----	----	23.0		----	----	22.6	----
26.	ALL	97.	70.		6.0	6.0	6.0	----	19	21	5		20	16	5	2	35.3	30.2	----		32.9	28.5	----	----
27.	ALL	93.			3.9	4.8	7.9	8.2	28	35	35	1		9	16	11	----	32.8	26.0	----		32.0	25.3	----
23.	79.	77.	17.	6.	6.0	6.0	6.0	6.0	119	84	75	11	7	21	23	7	50.9	36.7	33.1	27.5	45.4	34.0	27.8	22.0
23.	ALL	86.	25.		3.6	3.0	3.1	2.0	84	62	43	4	11	31	16	19	37.9	30.2	24.5	----	31.8	26.2	25.2	----
31.	90.				3.2	----	----		9	1	1		1		1		----	----	----		----		----	
21.	ALL	58.	20.		5.7	6.6	6.7	----	11	9	8	2	6	3	2	4	31.8	----	----	----	29.8	----	----	----
26.	ALL	94.	77.		5.4	5.4	5.4	----	121	72	48		16	14	25	3	40.8	33.7	27.5		39.8	33.2	27.2	----
28.	ALL	95.	2.		3.8	4.1	5.0	7.2	39	34	30	7	1	6	15	4	----	36.9	25.3	----	----	33.7	25.3	----
28.	90.	97.	54.		6.0	6.2	7.0	7.4	28	33	35	6	3	6	6		----	32.5	28.1	----	----	28.5	25.0	
22.	ALL	79.	45.		2.6	2.8	3.3	----	18	12	9		2	2	2	1	----	----	----		----	----	----	----
23.	94.	96.	5.	13.	6.8	6.7	8.5	----	33	46	17	4	3	7	22	4	----	34.6	26.2	----	----	35.0	25.8	----
24.	ALL	82.	43.		6.6	7.1	7.3	8.1	68	8	7	5	9	3	7	13	36.2	----	24.6	----	34.5	----	21.7	----
26.	97.	76.			7.0	7.1	7.8		34	13	14		1	8	8	1	----	37.2	29.4		----	36.6	28.6	----
23.	ALL	73.			10.0	7.4	----	----	2	5	1	1	4	6	2	2	----	----	----	----	----	----	----	----
23.	99.	74.	45.	10.					207	139	97	18	31	31	75	23	41.2	33.4	26.5	20.1	40.7	33.2	26.3	18.8
28.	72.	44.	19.		3.6	4.1	4.2		31	19	6		1	6	10	1	----	28.7	26.5		----	27.7	23.2	----
19.	80.	ALL	25.						8	6	3	4	2	5	5	7	----	----	----	----	----	----	----	----
25.	ALL	89.	31.		5.9	6.8	5.9	----	27	27	18	2	1	1	8	2	----	----	25.3	----	----	----	24.6	----
23.									3	3	6	4	1	2	3	4	----	----	----	----	----	----	----	----
25.	ALL	98.	1.		6.4	6.4	7.8	----	34	43	50	7	1	5	24	3	----	----	28.9	----	----	----	27.1	----
23.									2	3	5	1		2	1		----	----	----	----		----	----	
22.	ALL	91.	51.		5.8	6.0	6.7	7.5	33	67	45	9	1	11	18	8	----	35.0	28.7	23.7	----	30.7	25.8	22.2
21.	ALL	89.	33.						20	17	17	1	4	1	4	1	----	----	----	----	----	----	----	----
29.	98.	90.			4.7	6.6	9.1	5.4	189	90	43	10	9	8	22	3	51.3	37.7	31.9	----	38.8	33.2	28.5	----
24.	ALL	ALL	86.	14.					51	56	20	7	10	7	15	7	42.2	34.6	26.7	22.0	42.0	34.2	24.2	21.5
24.	ALL				5.3	----	----		8	3		2			2		----	----		----			----	
21.	ALL	ALL	35.	14.	5.1	5.8	5.6	----	11	25	21		2		10	7	----	----	24.3		----		22.7	----
18.	85.	88.	47.		8.8	4.5	3.3	4.8	14	24	21	2	6	16	36	6	31.9	27.9	23.8	----	31.2	27.4	23.1	----
22.	ALL	82.			5.2	5.2	7.1	7.0	9	17	20	6	6	11	6	6	30.7	27.8	22.3	23.5	32.0	24.6	20.8	17.1
23.	97.	90.	40.	38.	6.3	4.3	5.1	9.9	93	79	49	4	10	29	35	9	40.8	33.3	26.7	----	39.5	33.4	26.5	----
28.	ALL	98.	85.		6.2	6.7	7.4	----	42	23	16		11	36	17	1	39.4	34.4	28.8		32.3	31.5	25.2	----
27.	93.	74.	22.		4.9	5.4	6.0	----	23	29	13	3	7	6	5	2	37.7	29.3	----	----	33.4	28.3	----	----
28.	ALL	93.	26.		7.6	9.6	11.6	----	42	11	27	3	1	3	12	2	----	----	26.1	----	----	----	24.0	----
12.					----	----	5.3	----	4	1	4	3	1	7	16	8	----	----	----	----	----	----	----	----
24.	ALL	95.	50.		7.8	7.8	7.8	----	17	15	11	1	9	7	9	2	31.5	29.9	26.4	----	32.3	28.8	24.3	----
19.					11.3	13.4	10.4	4.8	7	7	1	5	3	7	6	7	----	26.2	----	----	----	25.6	----	----
20.	97.	79.	17.		6.8	7.7	8.8	9.5	508	379	260	81	29	40	83	106	50.7	37.0	31.5	20.7	45.3	34.5	27.5	18.8
21.	91.	84.	27.		5.4	6.1	6.7	7.7	22	60	68	34	1	7	17	17	----	36.9	30.9	27.7	----	36.4	27.1	21.2
23.	ALL	94.	56.		6.9	6.1	5.9	6.4	22	100	282	117	4	22	73	70	----	32.2	26.5	22.7	----	29.8	24.3	19.2
30.	95.	76.			6.1	8.9	5.3	4.0	18	14	16	9	1	3	15	9	----	----	25.8	24.3	----	----	25.7	18.6
25.	ALL	97.	34.		3.9	3.6	4.2	----	18	23	24			6	8	1	----	32.9	27.9			31.1	28.0	----
21.	97.	65.			7.4	6.5	8.9	7.2	26	17	6	4	7	6	3	9	30.9	27.7	----	----	28.4	21.8	----	----
18.	ALL	ALL	85.						5	9	5		4	5	8	3	----	----	----		----	----	----	----
21.	97.	86.	32.	18.	5.7	5.2	9.0	7.2	32	40	48	9	4	2	12	2	--	----	28.5	----	----	----	27.4	----
19.	ALL	70.			4.8	4.3	5.3	7.1	1	6	6	1	7	4	12	11	-	----	19.2	----	----	----	19.6	----
22.	99.	75.	43.		5.3	7.1	7.9	----	113	76	39		6	17	17	5	41.1	33.5	27.3		41.1	32.2	26.6	----
24.	88.	83.	33.		6.5	6.0	7.2	----	28	22	17	1	4	2	10	3	----	----	25.1	----	----	----	22.6	----

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
PENNSYLVANIA(CONTD)																				
Swarthmore College		IIB	1*	1	1		50.5	34.2	27.5	----	40.4	1*	1	1		62.6	42.4	34.3	----	50.2
Temple University		I	4	3	3	3	46.3	36.2	30.0	22.6	38.4	3	3	2	3	56.8	45.0	37.6	28.8	47.6
Thiel College		IIB	4	4	4		30.2	25.0	21.4	----	25.6	3	3	3		40.0	32.7	26.9	----	33.3
University of Pennsylvania		I	1	1*	1*		59.6	43.3	35.8	----	49.7	1	1*	1		73.6	57.0	42.5	----	61.9
Univ. of Pittsburgh-Main		I	2	3	3	5	51.5	36.4	29.4	19.6	38.7	2	3	3	4	63.8	45.4	36.5	24.8	48.2
Univ. of Pittsburgh-Bradford		IIB		2	1	3	----	29.6	26.0	19.2	27.1		2	2	3	----	36.9	31.1	23.4	33.2
Univ. of Pittsburgh-Grnsburg		III	3	4	4	5	32.9	27.0	23.9	17.2	26.2	3	4	3	5	42.0	33.9	30.5	21.2	33.1
Univ. of Pittsburgh-Johnstwn		IIB	1	1	2	2	39.2	32.4	25.8	21.0	29.4	1	1	1	2	50.6	40.9	32.2	25.9	37.1
Univ. of Pittsburgh-Titsvlle		III		3				29.4	----	----	24.6		2				38.2	----	----	31.1
University of Scranton		IIA	4	4	3	2	37.6	30.9	26.9	22.8	30.5	3	3	3	2	48.1	40.3	33.7	28.9	38.9
Ursinus College		IIB	2	1	2		37.9	31.5	25.7	----	31.0	2	2	2		45.6	38.0	30.9	----	37.3
Villa Maria College		IIB		5	5	4	----	21.9	18.7	17.8	19.3		5	5	4	----	26.4	22.6	20.9	23.1
Villanova University		IIA	1	1	1	3	47.2	36.8	30.4	21.5	35.7	1	1	1	2	59.1	47.2	38.0	28.1	45.1
Washington & Jefferson Coll.		IIB	2	2	2	3	34.8	30.9	25.6	19.6	29.9	2	1	2	3	42.7	39.1	30.7	23.1	36.9
Westminster College		IIB	3	3	3		33.0	27.5	22.4	----	28.7	3	3	3		41.0	33.6	27.4	----	35.3
Westmoreland Co. Comm. Coll.		III		4	3	2	----	28.3	24.7	22.8	26.1		3	3	2	----	35.4	31.3	28.7	32.9
Widener University		IIA	2	1	2	1	43.3	36.8	28.7	25.5	33.1	2	1	2	1	52.7	45.5	35.6	30.3	40.8
Wilkes College		IIA	5	5	5	5	34.5	26.8	23.6	19.3	26.4	5	5	5	5	41.0	32.3	27.5	22.3	31.2
Williamsport Area Comm.Coll.		III	4	3	1	1	30.5	29.5	28.0	25.2	27.4	4	2	1	1	39.7	38.8	36.5	32.7	35.7
York College of Pennsylvania		IIB	1	1*	1*	1	43.3	36.8	28.5	23.8	32.0	1	1*	1*	1	53.1	45.4	35.3	29.7	39.6
RHODE ISLAND																				
Brown University	5	I	2	3	3		53.3	36.7	30.4	----	44.7	2	3	3		65.9	44.9	36.9	----	55.0
Bryant College		IIA	2	1*	1*	1	43.7	40.4	31.5	27.1	38.2	1	1*	1*	1*	56.0	51.6	40.7	34.2	48.9
Community College of R.I.		III	3	4	4		32.5	27.7	22.7	----	28.4	3	4	4		40.4	35.0	29.0	----	35.7
Providence College		IIA	2	1	3	1*	41.4	36.8	27.4	27.5	33.5	2	1*	1	1*	54.9	49.3	36.4	34.5	44.3
Rhode Island College	4	IIA	4	3	3	3	37.5	31.6	26.6	21.7	31.8	3	3	3	2	46.1	39.3	33.4	27.8	39.4
Rhode Island School Design		IIB	1	1	2		40.1	32.0	25.6	----	31.1	1	1	1		50.3	40.5	32.6	----	39.3
Roger Williams College	95	IIB									33.0									41.0
Salve Regina-Newport College		IIA	4	5	5	4	34.7	28.7	24.4	19.8	27.3	4	4	5	5	41.8	34.7	28.6	22.1	32.3
University of Rhode Island	96	I	4	4	3	4	43.5	34.2	29.9	22.2	37.5	4	3	3	4	54.2	43.1	37.3	27.4	46.9
SOUTH CAROLINA																				
Baptist Coll.of Charleston	27	IIB	5	5	5		23.4	20.5	18.8	----	19.9	5	5	5		27.7	24.4	22.5	----	23.7
Central Wesleyan College	4	IIB	5	5	5		20.9	17.8	14.6	----	18.0	5	5	5		25.9	20.8	17.7	----	21.8
Citadel, The		IIA	3	3	2		39.7	31.8	28.5	----	33.5	3	3	3		46.7	38.2	33.7	----	39.7
Clemson University		I	4	4	3	4	46.3	34.4	29.6	20.7	35.1	4	4	4	4	54.1	40.7	35.0	24.8	41.3
Coker College		IIB	5	4	4		26.7	23.8	21.3	----	23.7	5	4	4		31.4	28.1	25.2	----	27.9
College of Charleston		IIA	3	2	3	5	38.6	33.8	26.5	19.5	31.6	3	3	3	5	46.0	40.3	31.6	23.3	37.6
Columbia College		IIB	4	4	3	3	29.4	24.3	22.9	19.8	24.5	4	4	4	4	34.0	28.7	26.5	22.4	28.4
Converse College		IIB	3	3	3	2	31.6	27.8	23.9	22.3	26.9	3	2	3	2	40.0	35.1	28.7	26.6	33.3
Erskine College		IIB	5	5	5		26.3	21.4	18.3	----	23.3	5	5	5		30.3	24.8	21.3	----	27.0
Francis Marion College		IIB	2	2	2	4	37.1	29.4	24.9	18.3	28.1	2	2	2	4	43.7	34.8	29.6	22.0	33.2
Furman University		IIB	1	2	2	2	39.2	29.5	24.7	21.2	31.7	1	2	2	3	48.0	35.8	29.3	24.2	38.4
Lander College		IIB	2	2	1	3	35.9	31.0	26.2	20.2	29.8	2	2	2	3	42.3	36.6	31.2	24.3	35.3
Limestone College		IIB	5	5	4		21.9	21.0	21.6	----	21.0	5	5	4		24.9	24.0	24.6	----	24.0
Morris College		IIB	5	5	5	5	23.1	21.9	18.2	16.1	19.3	5	5	5	5	25.5	24.2	20.2	17.9	21.4
Newberry College		IIB	5	5	5		25.1	22.7	19.7	----	22.3	5	5	5		30.1	26.4	22.6	----	26.1
North Greenville College	99	III			5	5	----	----	17.9	15.7	18.1			5	5	----	----	21.5	18.5	22.0
Presbyterian College		IIB	2	3	3	3	34.6	27.2	23.3	20.1	28.2	3	3	3	3	41.1	32.6	26.8	22.7	33.3
South Carolina State College		IIB	1	1	1	2	38.8	31.8	26.4	21.4	29.2	2	2	2	2	45.6	37.5	31.3	25.5	34.5
Univ. South Carolina-Main		I	4	4	4	4	46.1	33.2	28.9	21.2	35.5	4	4	4	4	53.9	39.3	34.3	25.4	41.9
Univ. South Carolina-Aiken		IIB	2	3	3	4	34.6	28.0	23.6	18.7	26.2	3	3	3	3	40.9	33.3	28.2	22.6	31.2
Univ. South Carolina-Beaufrt	4	III		4			----	26.3	----	----	26.3		4			----	31.4	----	----	31.3
Univ. South Carolina-Coastal		IIB	2	3	1	1	34.3	28.5	26.1	22.5	28.2	3	3	2	2	40.5	33.8	31.1	26.9	33.5
Univ. South Carolina-Lncster		III		4	3		----	27.3	24.6	----	26.7		4	4		----	32.5	29.4	----	31.8
Univ. South Carolina-Slktche		III			4		----	----	22.8	----	25.2			4		----	----	27.3	----	30.1
Univ. South Carolina-Sprtbrg		IIB	3	2	2	2	33.9	29.4	24.1	21.4	26.8	3	2	3	2	40.1	34.9	28.8	25.7	32.0
Univ. South Carolina-Sumter		III		3	3		----	28.7	25.3	----	27.2		4	4		----	34.1	30.2	----	32.4
Univ. South Carolina-Union		III				3	----	----	----	20.8	23.4				4	----	----	----	25.0	28.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.	96.	88.	6.		5.0	7.7	8.3	----	60	24	18	1	9	10	16	2	50.9	34.1	28.3	----	48.3	34.3	26.5	----
24.	96.	93.	18.	11.					408	308	140	25	74	91	97	31	47.2	36.9	30.5	23.6	41.1	33.7	29.4	21.8
30.	96.	67.	24.		7.8	5.8	6.7	----	20	13	9		3	8	8	3	----	25.2	21.8		----	24.6	21.1	----
24.	ALL	90.			7.5	9.0	10.0	----	470	198	176	1	42	47	67		60.0	43.8	36.9	----	54.1	41.3	32.9	
24.	96.	83.	0.		5.7	6.3	9.9	8.3	380	325	153	20	54	94	129	55	52.6	36.7	30.7	20.6	44.0	35.5	28.0	19.3
23.		95.			----	6.0	6.2	9.2	4	18	18	4	1	3	10	4	----	----	26.9	----	----	----	24.3	----
26.	ALL	94.			6.1	6.4	3.5	5.3	7	10	5	3	2	6	4	4	----	27.3	----	----	----	26.4	----	----
26.	ALL	ALL			6.2	8.0	7.7	7.4	10	53	29	11	2	8	10	8	----	32.7	26.1	22.3	----	30.5	25.1	19.3
26.		ALL				4.6	----	----		5	4	2		1	1			----	----	----		----	----	
28.	96.	82.	39.		6.8	6.6	6.7	5.7	52	61	50	5	1	4	11	10	----	----	26.9	----	----	----	26.9	----
20.	96.	78.	25.		8.4	9.5	8.7	----	21	19	12	2	2	8	12	2	----	32.1	27.3	----	----	29.9	24.2	----
20.		93.	27.			5.5	5.8	----		4	5	2	1	10	17	5		----	----	----	----	----	----	----
26.	97.	80.	42.		7.1	7.3	7.8	11.4	108	119	145	7	10	26	63	20	47.8	37.0	31.6	21.5	40.3	35.9	27.8	21.5
23.	96.	93.	27.		6.8	7.5	9.2	----	24	26	11	6		4	4	2	----	----	----	----		----	----	----
23.	ALL	89.	38.		8.3	7.3	7.4	----	33	22	13	1	7	6	8		33.6	28.3	22.5	----	30.5	24.7	22.2	
26.					----	7.0	7.0	7.9	4	11	17	3	1	9	10	3	----	28.6	24.5	----	----	27.9	25.0	----
23.	82.	66.	5.		5.3	7.7	13.7	----	31	48	43	3	7	11	51	5	44.3	37.0	30.0	----	38.9	35.7	27.7	----
18.	96.	79.	16.		5.0	5.0	5.0	5.0	26	34	33	3	1	5	28	4	----	----	25.3	----	----	----	21.6	----
30.	ALL	95.	85.	64.	7.9	8.1	8.0	10.7	10	31	32	45	2	8	8	19	----	29.6	28.4	25.4	----	29.2	26.7	24.7
24.	93.	85.	45.		5.5	6.1	6.6	6.8	13	22	26	7	1	5	25	6	----	----	29.7	23.6	----	----	27.3	23.9
23.	ALL	93.			7.1	8.8	11.3	----	266	61	66	1	22	23	41		53.9	37.6	31.6	----	46.2	34.2	28.6	
28.	91.	68.	21.		6.4	7.6	6.4	6.7	27	31	20	4	7	7	4	6	43.7	41.0	----	----	43.8	37.5	----	----
26.	ALL	99.	49.		6.2	6.9	6.7	----	84	38	27	3	46	36	43	2	32.9	27.3	22.3	----	31.8	28.0	23.0	----
32.	97.	94.	59.	33.					32	50	39	13	4	13	19	11	----	37.8	28.4	26.9	----	33.0	25.4	28.2
24.	97.	95.	29.		9.8	9.2	8.9	10.2	89	78	47	6	28	25	48	11	37.8	31.8	27.3	21.4	36.6	31.0	25.8	21.9
26.	27.				6.8	6.8	6.7		21	25	22		1	8	17	1	----	32.4	26.4		----	30.7	24.7	----
24.																								
18.	91.	50.	21.		6.6	8.3	9.7	8.2	14	7	12	4	9	13	21	8	34.5	28.4	24.5	----	34.9	28.9	24.3	----
25.	99.	93.	20.	ALL	9.0	9.2	7.4	----	284	136	91	1	26	53	61	5	43.8	34.6	31.3	----	40.5	33.1	27.8	----
19.	60.	33.	3.						13	7	12	2	2	5	19	1	----	----	19.9	----	----	----	18.2	----
21.	ALL	43.			13.2	----	12.3	----	11	4	3		1	3	6	1	----	----	----		----	----	----	----
19.	95.	93.	18.						55	54	37	2	1	2	7	1	----	----	29.7	----	----	----	22.2	----
18.	97.	81.	25.	3.	3.5	3.7	2.8	8.1	219	171	90	18	15	23	61	12	46.7	34.8	31.1	21.8	40.7	31.8	27.3	19.0
18.	90.	54.	30.						9	9	4	1	1	4	6		----	----	----	----	----	----	----	
19.	95.	86.	25.	17.					38	78	45	2	4	15	40	4	----	33.8	26.7	----	----	33.9	26.4	----
16.	94.	94.	41.		7.9	7.9	8.1	8.2	13	7	8	2	5	10	9	8	----	25.3	22.6	----	----	23.6	23.1	----
24.	ALL	85.			7.5	10.5	6.6	----	10	23	9	3	3	10	12	4	----	28.4	24.2	----	----	26.6	23.7	----
16.	ALL	64.							17	4	4		2	7	2	1	----	----	----		----	----	----	----
18.	93.	72.	27.	3.	6.0	6.6	5.2	5.5	37	24	16	16	4	5	6	19	----	----	25.5	18.4	----	----	23.3	18.2
21.	99.	93.	35.		8.3	8.0	8.5	9.8	63	37	26	4	4	9	17	5	----	30.0	25.2	----	----	27.7	23.8	----
18.	93.	82.	16.		4.2	5.0	5.6	5.0	23	24	15	3	5	14	17	5	----	31.1	25.7	----	----	30.8	26.7	----
14.	86.	75.							5	5	6	3	2	3	1	1	----	----	----	----	----	----	----	----
11.	57.	20.							3	5	9	4	4	5	9	6	----	----	17.4	----	----	----	18.9	----
17.	83.	80.	17.		5.3	7.2	6.7	----	11	11	9	2	1	4	3		----	----	----	----	----	----	----	
22.			22.	18.	----	----	6.1	9.0	2	3	4	3	1	1	5	8	----	----	----	----	----	----	----	----
18.	ALL	94.	17.		10.2	10.5	11:0	----	19	15	8	2	2	2	4	5	----	----	----	----	----	----	----	----
18.	96.	69.	30.						40	39	40	25	10	13	27	30	38.9	31.6	27.5	22.1	38.7	32.2	24.7	20.8
18.	99.	84.	14.		5.1	6.1	5.4	7.6	325	272	154	25	17	92	88	45	46.4	33.5	30.4	23.9	41.6	32.0	26.3	19.7
19.	ALL	72.	15.		6.2	6.8	6.8	----	12	19	18	2	2	10	15	9	----	27.9	22.9	----	----	28.3	24.5	----
19.		ALL			----	6.7	----	----	2	7	2	1		2		1	----	----	----	----		----		----
19.	94.	87.	49.		4.5	7.4	7.5	----	18	33	14	5		5	23	3	----	----	26.5	----		----	25.8	----
19.		ALL	14.		----	6.8	7.9	----	2	7	6			4	1	1	----	----	----			----	----	----
19.			13.		----	----	6.0	----	1	3	7	1		2	1		----	----	----	----		----	----	
19.	95.	82.	24.		7.8	11.1	8.6	12.0	15	24	7	5	5	15	18	11	----	29.9	26.0	----	----	28.6	23.4	----
19.		95.	20.		----	8.6	10.3	----	2	17	5	2		3	5	1	----	----	----	----		----	----	----
20.					----	----	----	----	1	3	1	1				5	----	----	----	----				----

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
SOUTH CAROLINA(CONTD)																				
Voorhees College		IIB	5		5	5	22.8	----	18.4	15.8	18.1	5		5	5	26.2	----	21.2	18.2	20.9
Winthrop College		IIA	3	3	3	4	39.9	32.5	26.5	19.7	30.8	3	3	4	4	46.9	38.4	31.3	23.7	36.4
Wofford College		IIB	2	2	2		38.2	29.8	25.4	----	30.6	2	2	2		47.1	37.0	29.8	----	37.5
SOUTH DAKOTA																				
Black Hills State College		IIB	3	3	3	3	31.8	27.3	23.9	19.2	26.6	3	4	3	4	36.5	31.4	27.6	22.4	30.7
Mount Marty College		IIB	5	5	5		25.9	20.7	17.9	----	19.8	5	5	5		27.7	22.8	18.8	----	21.4
Northern State College		IIA	4	5	5	4	34.6	28.0	24.2	21.1	26.6	5	5	5	4	39.7	32.3	28.0	25.1	30.9
Sioux Falls College		IIB	5	5	4		24.9	22.4	20.7	----	21.9	5	4	4		30.9	28.0	25.2	----	27.0
South Dakota Sch.Min.& Tech.		IIA	4	4	3	4	36.8	29.9	26.2	21.1	31.8	4	5	4	4	42.2	34.4	30.2	24.4	36.6
South Dakota State Univ.		IIA	5	5	5	3	34.2	28.3	24.1	21.4	28.9	5	5	5	4	39.2	32.5	27.8	24.8	33.2
University of South Dakota		I	5	5	5	5	37.7	29.0	24.8	18.8	29.9	5	5	5	5	43.1	33.3	28.7	21.8	34.4
TENNESSEE																				
Austin Peay State University	1	IIA	4	5	5	5	35.0	27.4	23.0	18.0	28.3	4	4	5	5	45.6	34.7	29.1	22.9	36.3
Belmont College		IIB	3	4	3	2	31.6	25.7	23.2	22.2	26.6	3	4	3	2	37.2	30.3	27.5	24.7	31.2
Bethel College		IIB		5	5		----	20.3	19.4	----	20.8		5	5		----	23.7	22.9	----	24.3
Bryan College		IIB		5	5		----	21.1	19.0	----	20.1		5	5		----	24.5	22.2	----	23.6
Carson-Newman College	6	IIB	4	4	3		30.2	24.8	23.0	----	25.7	4	4	3		36.2	30.3	27.1	----	30.8
Chattanooga St.Tech.Comm.Col		III	3	2	1	2	34.8	31.0	28.8	22.4	27.4	2	2	1	2	44.7	39.9	37.2	29.2	35.4
Christian Brothers College	1	IIB	3	4	2		34.0	25.9	24.4		27.8	3	3	2		41.2	32.3	29.4		34.0
Cleveland State Comm. Coll.		III	4	4	4		30.2	26.5	23.6		26.3	4	3	3		38.6	35.3	31.6		34.8
Columbia State Comm. College		III		2	2	3	----	30.7	27.6	22.0	26.5		2	1	2	----	40.3	36.3	29.0	34.9
David Lipscomb College		IIB	3	3	3	3	32.0	26.9	23.1	19.5	26.1	3	3	3	4	38.4	32.4	28.0	22.3	31.2
Dyersburg State Comm. Coll.		III	5	4	4	4	28.8	26.1	22.6	20.6	24.6	4	4	4	3	38.2	34.8	30.2	27.7	32.9
East Tennessee State Univ.		IIA	3	3	3	4	38.8	32.6	26.9	21.1	30.5	3	3	3	3	46.9	39.6	32.8	25.8	37.0
Freed-Hardeman College		IIB	3	3	3	5	31.8	27.3	23.1	17.0	24.9	3	3	3	5	37.7	31.9	26.8	19.5	29.0
Hiwassee College		III	5	5	5	5	19.0	18.2	16.6	15.6	17.5	5	5	5	5	23.2	21.1	19.9	17.9	20.7
Jackson State Comm. College		III	4	4	4	4	30.1	27.2	24.0	20.0	24.8	4	3	3	3	39.4	35.7	31.7	26.5	32.7
Lambuth College		IIB	5	4	4		24.9	23.7	21.2		22.9	5	4	4		31.3	29.7	25.5		28.1
Lane College		IIB	5	5	5	5	21.2	18.8	17.9	16.1	18.4	5	5	5	5	23.4	21.1	20.0	18.6	20.5
Lee College		IIB	4	4	4	4	27.8	23.3	20.4	17.9	22.2	4	4	4	4	33.4	27.9	24.1	20.5	26.4
Maryville College		IIB	5	5	4	5	27.0	22.6	20.8	16.9	22.3	5	5	4	5	31.8	27.4	24.6	19.2	26.5
Middle Tenn. State Univ.		IIA	2	2	3	3	41.5	34.5	27.4	21.5	33.4	2	1	2	2	54.3	45.5	35.4	27.7	44.4
Rhodes College		IIB	1	2	3		40.0	31.3	23.9	----	30.8	1	1	3		51.6	40.9	27.8	----	38.9
Roane State Community Coll.		III	3	4	4	5	32.6	27.2	22.8	18.2	23.9	3	3	4	4	42.7	35.8	30.2	24.3	31.6
State Tech. Inst. at Memphis		III	4	4	4	3	32.2	26.8	23.4	20.8	25.6	3	3	3	3	42.5	35.2	30.7	26.8	33.5
Tennessee Technological Univ	1	IIA	2	2	2	4	40.8	33.0	27.5	20.8	33.1	2	2	2	3	52.7	42.6	35.1	26.5	42.6
Tusculum College		IIB	5		5		21.1	----	18.3	----	18.8	5		5		25.3	----	21.2	----	22.1
Union University		IIB	4	4	4	3	28.8	24.6	21.7	18.9	23.1	4	4	4	4	33.9	29.6	25.6	22.2	27.4
University of the South		IIA	2	4	4		40.4	30.1	25.5	----	34.6	2	3	3		51.9	39.4	33.1	----	44.5
Univ.of Tennessee-Knoxville		I	4	4	4	4	45.6	33.3	29.1	21.2	37.3	3	4	4	4	57.4	41.7	35.3	25.7	46.6
Univ.of Tennessee-Chattanga.		IIA	3	3	3	4	38.6	31.8	27.3	20.2	31.9	3	3	3	4	49.0	39.5	33.1	24.7	39.7
Univ.of Tennessee-Martin	3	IIB	2	2	1	2	35.7	30.6	26.6	21.5	31.9	2	1	1	2	45.7	38.6	32.7	26.0	40.4
Univ.of Tennessee-Inst.Agri.		IIA	2	1	1	4	43.5	36.3	30.7	20.8	37.8	2	1	1	4	54.7	45.2	37.5	25.0	47.2
Vanderbilt University		I	2	2	3	1*	54.7	37.7	29.9	29.4	41.5	2	2	2	1	66.2	47.3	37.4	35.1	51.1
Volunteer State Comm.College		III	4	4	4	4	31.4	26.7	22.9	19.4	26.1	2	4	4	4	46.6	34.9	29.0	25.8	35.1
TEXAS																				
Abilene Christian University		IIA	5	5	5	5	32.9	28.3	24.4	19.0	28.0	5	5	4	5	39.6	34.4	29.9	23.6	34.0
American Technological Univ.		IIA					----	----	----	----	23.9					----	----	----	----	30.1
Angelo State University	1	IIA	4	3	3	3	36.2	32.7	26.9	21.2	29.3	4	3	3	3	43.8	39.8	33.0	26.4	35.9
Austin College		IIB	2	2	2		38.1	29.6	25.6	----	32.0	2	2	1		46.5	36.8	31.8	----	39.3
Baylor University	4	I	4	3	3	3	46.0	36.3	29.9	23.5	34.9	3	2	2	2	58.3	45.9	37.4	30.0	43.8
Bishop College		IIB	5	4	3		24.2	24.6	24.0	----	23.5	5	5	4		26.8	26.8	26.0	----	25.7
Corpus Christi State Univ.	30	IIA	4	4	5		36.5	28.8	23.5	----	30.1	4	4	4		44.2	35.8	29.7	----	37.2
Del Mar College	1	III	2	2	1	1	37.9	32.3	29.1	24.7	30.7	2	2	1	1	45.5	39.0	35.3	30.0	37.1
East Texas State University	30	IIA	4	4	4	2	37.1	29.4	25.9	22.5	31.5	4	4	3	2	44.5	35.6	31.6	27.7	38.1
East Texas State U-Texarkana	29	IIB	2	1			37.4	32.8	----	----	33.0	2	1			46.2	40.5	----	----	40.9
Hardin-Simmons University		IIA	5	5	5	4	33.2	26.9	24.1	20.6	28.5	5	5	5	4	39.4	31.5	28.6	24.3	33.8
Houston Baptist University		IIA	5	4	5	3	30.1	28.9	24.4	22.1	26.4	5	4	4	2	37.2	35.8	30.3	27.6	32.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
15.									5	2	7	7	1	1	6	6	----	----	18.8	15.5	----	----	17.8	16.0
18.	92.	77.	29.		7.1	5.4	9.3	10.2	51	40	45	10	15	16	25	24	40.7	33.3	26.4	20.8	37.4	30.5	26.6	19.3
23.	ALL	92.	23.		8.8	10.6	10.5	----	16	21	13	1		4		2	----	----	----	----		----		----
15.	ALL	76.	57.		7.1	8.6	7.4	----	20	13	18	1	3	4	10	6	----	----	24.0	----	----	----	23.6	----
8.	ALL	55.	18.		5.0	6.2	5.7	----	3	5	6	1	4	6	11	4	----	----	18.7	----	----	----	17.4	----
16.	ALL	78.	48.	4.	4.4	5.7	5.6	7.4	24	21	33	16	1	2	7	8	----	----	24.2	21.1	----	----	24.1	21.0
23.	89.	ALL	38.		2.0	2.4	2.2	----	8	7	11	3	1	1	5	1	----	----	----	----	----	----	----	----
15.	ALL	69.	14.		2.8	3.0	2.1	----	41	29	11	3		3	3	3	----	----	----	----		----	----	----
15.	96.	70.	11.	3.	7.7	4.7	3.7	5.3	123	50	48	22	13	23	42	12	34.3	28.6	24.6	21.9	33.3	27.5	23.5	20.5
15.	92.	79.	14.	3.	8.1	8.6	5.6	4.0	89	58	49	9	8	18	21	20	38.1	29.0	25.7	19.2	33.7	28.9	22.9	18.6
28.	96.	76.	51.		5.7	6.7	7.4	6.7	64	37	34	4	9	13	27	8	35.3	28.2	24.0	----	33.2	25.3	21.8	----
17.	83.	61.	11.		4.4	4.9	5.9	4.5	29	18	15	4	6	13	21	3	31.8	26.1	24.3	----	30.6	25.3	22.5	----
17.		ALL	17.		----	0.0	----	----	4	8	2	1	1		4		----	----	----	----	----		----	
17.		50.	44.		----	0.0	0.0		4	10	11		1		5	1	----	----	----		----		----	----
20.	93.	86.	38.		4.7	5.5	5.6	----	28	18	19	1	2	11	15	1	----	25.2	23.8	----	----	24.1	22.0	----
29.	ALL	ALL	67.	8.					8	26	17	26	1	14	13	25	----	31.0	28.6	22.1	----	31.0	29.1	22.8
22.	96.	66.	42.						23	27	17		1	8	7		----	26.5	24.3		----	23.6	24.7	
32.	ALL	ALL	ALL		11.7	5.8	5.6		10	23	8		2	13	12		----	26.8	23.3		----	26.1	23.9	
31.		ALL	71.	12.	----	6.9	7.1	8.4	3	5	10	11	2	8	7	14	----	----	28.4	23.3	----	----	26.3	21.0
19.	91.	50.	13.		5.9	6.6	6.8	7.1	33	19	21	15	1	1	3	7	----	----	----	19.5	----	----	----	19.6
34.	88.	69.	20.						6	5	3	2	2	8	7	6	----	----	----	----	----	----	----	----
21.	94.	82.	43.	27.	7.1	7.6	8.0	8.1	99	97	66	32	12	21	60	45	39.0	32.8	27.7	22.3	37.6	31.6	26.0	20.3
17.	ALL	94.	52.		2.3	2.4	2.8	2.4	11	13	21	4		4	6	5	----	----	23.3	----		----	22.6	----
18.	71.	44.	17.			----			6	4	1	5	1	5	5	1	----	----	----	----	----	----	----	----
32.	ALL	90.	65.	5.	----	5.8	6.1	6.4	5	20	9	11	1	11	8	8	----	27.9	25.2	20.6	----	25.8	22.7	19.1
23.	93.	75.	33.		6.3	6.3	7.3		13	6	9		1	2	12		----	----	24.2		----	----	19.0	
11.	50.	90.	43.	36.	0.0	0.0	0.0	0.0	6	10	4	4	2		3	7	----	----	----	----	----		----	----
19.	ALL	74.	64.	8.	0.0	4.1	2.2	6.0	11	12	14	8	2	7	8	4	----	24.4	20.3	----	----	21.5	20.5	----
18.	91.	79.	18.		6.6	9.3	6.3	----	9	9	4	2	2	5	7	5	----	----	----	----	----	----	----	----
33.	96.	76.	36.	3.	5.4	5.6	5.5	7.5	155	70	66	23	15	19	52	42	41.7	35.0	28.6	22.7	40.2	32.8	26.0	20.8
26.	96.	83.	3.		9.5	5.3	9.3	----	27	25	17	2		4	13	3	----	----	24.6	----		----	22.9	----
32.	ALL	ALL	ALL		5.8	6.5	5.8	5.8	4	25	13	7	4	12	13	21	----	27.6	23.0	18.1	----	26.2	22.6	18.2
31.	ALL	83.	50.		5.5	5.1	5.8	5.9	20	29	21	21	9	12	9	16	32.4	27.1	23.9	21.3	31.6	26.1	22.2	20.2
29.	98.	86.	46.	6.	5.7	8.2	6.0	5.7	125	69	73	10	8	9	34	23	41.0	33.3	28.0	21.9	37.3	31.1	26.3	20.3
17.	83.		18.		11.4	----	8.7	----	5	2	8	2	1	3	3	1	----	----	----	----	----	----	----	----
18.	86.	39.	6.		4.5	5.3	5.5	5.7	13	13	16	4	1	5	17	10	----	----	22.1	----	----	----	21.3	----
29.	96.	63.	11.		7.6	6.4	6.4	----	48	18	13	2	2	1	6	2	----	----	25.9	----	----	----	24.6	----
25.	97.	84.	18.	5.	7.5	7.3	7.7	15.3	472	276	133	27	39	73	90	30	46.0	33.8	30.1	21.7	40.6	31.4	27.7	20.9
24.	99.	70.	11.		7.3	9.3	8.3	8.1	71	63	41	5	6	21	31	9	38.9	32.4	28.2	----	34.9	30.1	26.1	----
27.	ALL	86.	46.		6.7	8.6	7.3	27.1	86	54	25		10	18	14	6	35.7	31.0	27.9		35.4	29.3	24.3	----
25.	91.	84.	15.		3.3	7.8	9.5	----	75	60	28	5	3	3	6	1	----	----	31.1	----	----	----	28.9	----
23.	97.	83.	1.		12.2	9.4	11.2	9.1	229	126	109	9	11	36	47	2	55.0	38.1	31.3	----	48.7	36.5	26.6	----
35.	ALL	95.	67.		4.0	4.7	4.8	9.6	12	25	2	8	4	17	10	3	----	26.5	----	----	----	27.0	----	----
22.	82.	75.	36.	8.					67	32	29	6	6	4	13	18	33.0	----	24.8	19.9	31.4	----	23.4	18.6
26.									1	3	3	2	1	1	1		----	----	----	----	----	----	----	
22.	98.	85.	41.		0.0	0.8	0.5	1.0	46	31	13	19	6	3	19	26	36.3	----	27.7	20.9	35.1	----	26.3	21.3
23.	ALL	81.	27.		6.5	7.5	7.5	----	33	17	15	2	2	4	7		----	----	25.7	----	----	----	25.2	
25.	91.	78.	22.	33.	4.5	5.8	5.7	3.5	138	119	65	4	11	34	44	2	46.6	37.1	31.2	----	38.6	33.2	28.0	----
9.	92.		11.						9	6	10	3	3	2	9	2	----	----	27.6	----	----	----	20.1	----
23.	97.	85.	19.						33	28	7		4	12	14	5	----	29.2	23.5		----	28.0	23.5	----
21.	ALL	ALL	90.	25.	0.0	0.0	0.0	0.0	27	48	37	23	17	18	33	29	37.8	32.4	29.2	24.5	38.0	32.1	29.0	24.9
21.	98.	86.	48.	15.	0.1	0.1	0.6	0.0	105	47	35	12	11	19	15	14	37.2	29.9	26.7	22.3	36.2	27.9	24.2	22.7
24.					3.5	0.3	----	----	12	12	3	1					----	----	----	----				
18.	89.	75.	43.		12.9	18.4	14.5	15.1	40	5	11	6	4	7	10	6	----	----	25.3	19.7	----	----	22.9	21.6
24.	21.								20	14	15	14	8	9	23	6	30.8	29.5	25.8	22.4	28.6	28.0	23.5	21.5

APPENDIX I	NOTES	(1) INSTCATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
TEXAS(CONTD)																				
Incarnate Word College		IIB	4	4	4		29.3	26.0	20.6		23.9	4	4	4		34.8	30.3	25.2		28.6
Jarvis Christian College		IIB	4	4	5	5	29.7	23.9	19.8	16.7	22.3	4	5	5	5	33.2	26.3	21.5	18.2	24.6
Lamar University-Orange		III			4	5		----	23.3	18.3	19.8			4	4		----	29.8	24.1	25.7
Lubbock Christian College		IIB	5	5	5		23.1	20.3	16.3	----	20.4	5	5	5		27.8	25.0	19.2	----	24.6
McMurry College		IIB	4	4	3	2	28.1	24.6	24.0	20.8	25.2	4	4	3	2	33.3	29.2	28.5	24.8	29.9
Midwestern State University	30	IIA	3	4	5	5	38.0	30.8	24.2	19.5	29.7	3	4	4	4	45.7	37.3	29.7	24.3	36.1
North Texas State University	30	I	5	5	4	4	39.9	32.2	28.1	21.9	32.7	5	5	4	4	47.6	39.0	34.1	27.0	39.5
Odessa College		III	2	2	1	1	37.6	30.8	27.9	26.9	30.8	2	3	2	1	44.8	36.9	34.1	32.5	37.0
Our Lady of the Lake Univ.		IIA	5	5	5	5	33.0	27.5	23.8	19.5	26.6	5	5	5	5	37.6	31.7	27.0	21.9	30.3
Pan American University	30	IIA	3	3	3	4	39.4	31.5	26.1	20.8	29.7	3	3	3	3	47.4	38.2	32.0	25.9	36.2
Prairie View A&M University	30	IIA	4	3	3	2	37.7	32.2	27.1	24.0	29.4	3	3	3	2	45.8	39.3	33.4	29.8	36.1
Rice University		I	1	2	2	3	55.9	39.3	31.8	22.9	46.3	2	2	3	3	65.7	46.0	37.0	27.6	54.4
St. Mary's University		IIA	2	4	3		41.3	30.0	26.6	----	32.5	3	4	4		48.6	34.8	30.6	----	37.9
Sam Houston State University	30	IIA	4	3	3	2	37.5	31.9	26.4	22.8	31.8	4	3	3	2	45.1	38.8	32.3	28.2	38.6
San Antonio College		III	3	2	2	1	34.6	31.3	27.8	24.3	30.8	3	3	2	2	41.1	37.6	33.8	29.5	37.0
Schreiner College		III	5		5	5	29.0	----	21.1	17.9	23.0	5		5	5	34.8	----	24.9	21.7	27.5
Southern Methodist Univ.		I	2	2	2	4	54.8	37.2	31.3	21.3	40.7	2	2	2	3	67.9	46.1	37.5	28.2	50.0
Southwest Texas State Univ.	30	IIA	4	4	5	5	37.6	31.2	24.6	19.1	28.3	4	3	4	4	45.5	38.1	30.5	24.1	34.7
Southwestern Assemb.God Coll		IIB			5		----	----	19.7	----	21.6			5		----	----	23.4	----	25.5
Southwestern University		IIB	1	1	1	1*	45.0	34.3	27.4	25.8	35.0	1	1	1	1	55.3	41.7	33.6	30.0	42.7
Stephen F.Austin State Univ.	30	IIA	4	4	4	4	37.3	31.1	25.5	19.9	29.4	4	4	4	4	45.1	38.0	31.5	25.0	35.9
Sul Ross State Univbersity	105	IIA	5	4	5	5	34.1	29.1	23.3	19.2	26.6	4	4	4	4	42.0	36.2	29.5	24.8	33.3
Tarleton State University	30	IIA	5	4	4	4	34.1	29.6	25.5	20.7	26.4	4	4	3	3	41.6	36.4	31.6	26.0	32.7
Texas A & I University	30	IIA	5	5	4	5	34.0	28.5	25.6	17.9	29.5	5	4	4	5	41.1	34.8	31.4	22.5	35.9
Texas A & M University-Main	30	I	3	3	4	5	46.7	35.3	29.0	19.3	35.9	4	3	3	5	55.8	43.0	35.7	24.4	43.6
Texas A&M Univ.at Galveston	30	IIB		3	2		----	28.1	24.5		26.4		2	2		----	34.7	30.4		32.7
Texas Christian University		I	3	3	3	1	47.3	35.6	30.1	26.4	36.4	3	3	3	1	57.0	43.7	36.2	31.7	44.0
Texas Lutheran College		IIB	3	2	2		32.6	28.8	24.9	----	28.0	3	2	2		39.9	35.3	30.2	----	34.2
Texas Southern University		I	5	5	5	5	35.1	31.0	20.3	16.7	25.6	5	5	5	5	42.6	38.0	25.6	21.3	31.6
Texas Tech University	30	I	4	4	5	5	43.2	32.5	27.0	19.3	33.9	4	4	5	5	51.4	39.4	33.1	24.2	40.9
Texas Wesleyan College		IIB	4	3	2		29.7	26.2	24.5	----	26.6	3	3	2		37.4	32.6	30.3	----	33.2
Texas Woman's University	30	I	5	5	5	4	38.9	30.9	25.3	22.3	29.2	5	5	5	4	46.3	37.4	30.8	27.1	35.3
Trinity University		IIA	1	1	2		48.7	35.7	28.2	----	38.6	1	1	2		59.6	44.8	34.2	----	47.5
University of Dallas		IIA	5	4	2		33.1	30.2	27.6	----	28.9	5	4	3		39.3	35.5	32.3	----	33.9
Univ. of Houston-Univ. Park	30	I	3	4	4	2	47.8	34.0	29.2	24.9	37.5	3	4	4	2	56.5	41.0	35.4	29.9	44.9
Univ. of Houston-Clear Lake	30	IIA	2	2	1	2	40.6	33.9	30.3	24.2	33.8	3	2	1	1	49.2	41.5	37.2	30.1	41.4
Univ. of Houston-Downtown	30	IIB	1	1	1		40.2	32.2	26.2	----	28.7	1	1	1		48.9	39.3	32.2	----	35.3
University of St. Thomas		IIA	5	5	5		27.7	25.3	22.7	----	25.5	5	5	5		32.2	29.1	26.2	----	29.4
Univ. of Texas at Austin	30	I	3	4	3	3	49.7	34.0	29.9	22.6	39.5	3	4	3	3	59.1	41.4	36.7	28.3	47.5
Univ. of Texas at Arlington	30	I	5	5	5		42.5	32.0	27.4	----	32.1	5	5	5		50.8	38.9	33.5	----	39.0
Univ. of Texas at Dallas	30	I	3	4	3		48.1	34.0	30.3	----	38.4	4	4	2		55.8	42.0	37.8	----	46.1
Univ. of Texas -Permian Bsn.	30	IIA	4	5	4		35.2	28.6	25.3	----	30.9	4	4	4		42.8	35.1	31.3	----	37.8
Univ. of Texas -San Antonio	30	IIA	3	3	3		38.9	31.4	26.3	----	31.1	3	3	3		47.1	38.4	32.6	----	38.1
Univ. of Texas at Tyler	30	IIA	3	3	4	3	39.0	32.1	25.7	22.4	30.2	3	3	3	2	47.2	39.1	31.9	28.0	37.1
West Texas State University	30	IIA	4	4	4	4	35.7	29.1	24.7	20.8	28.4	4	4	4	3	43.5	35.7	30.5	26.0	34.9
UTAH																				
Dixie College		III		3	1	4	----	28.8	28.1	18.9	25.7		3	1	4	----	37.1	36.2	25.2	33.4
Snow College	22	III	4	4	3	3	31.4	27.9	24.4	21.5	25.7	3	3	3	2	40.9	36.6	32.1	28.9	33.9
Southern Utah State College		IIB	3	3	3	3	33.3	26.8	23.5	20.2	26.9	2	2	2	2	43.2	35.1	30.9	26.9	35.2
University of Utah		I	4	5	4	3	44.5	31.6	28.0	22.6	36.7	3	4	3	2	56.5	40.7	36.3	29.6	46.9
Utah State University		I	5	5	5	3	40.4	31.7	26.0	22.5	32.4	4	4	4	3	51.7	41.0	33.6	28.9	41.7
Utah Tech. Coll.at Salt Lake	3	III	5	5	4	3	29.0	25.4	23.1	22.0	24.8	4	4	3	2	37.7	33.3	30.5	29.3	32.7
Weber State College		IIA	4	4	4	4	35.5	29.4	25.7	20.9	29.4	3	3	2	2	46.1	38.3	34.0	27.8	38.5
VERMONT																				
Champlain College		III	4	4	3	5	30.5	25.8	24.9	18.6	26.1	4	4	3	4	38.5	31.4	31.1	23.1	32.6
College of St. Joseph		IIB					----		----	----	16.5					----		----	----	19.5
Green Mountain College		IIB	5	4	4		26.3	24.0	21.6	----	23.0	4	4	4		32.6	29.9	26.1	----	28.2
Lyndon State College		IIB	3	3	2		32.5	28.3	25.0	----	27.6	3	2	1		41.2	36.6	31.9	----	35.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	ALL	50.	21.						11	7	12		7	7	21		29.6	27.4	21.1		28.9	24.7	20.3	
10.									2	11	7	8	6	2	1	1	----	----	----	----	----	----	----	----
30.			57.	30.			1.4	1.2		2	3	5			4	15		----	----	----			----	----
21.	ALL	82.	14.						15	10	4	2	4	7	3		----	20.3	----	----	----	20.3	----	
19.	96.	43.	28.		5.4	8.3	8.7	----	21	13	14	4	3	1	11	3	----	----	25.4	----	----	----	22.2	----
21.	97.	89.	42.		0.0	0.0	0.0	0.0	37	39	19	5	1	6	19	10	----	30.8	26.6	----	----	30.7	21.8	----
21.	97.	91.	26.	ALL	0.6	1.2	2.0	0.0	207	159	117	7	20	36	61	1	39.9	32.4	28.9	----	39.8	31.2	26.4	----
20.	68.	33.	29.		0.0	0.0	0.0	0.0	23	28	14	13	5	17	14	16	----	31.0	27.8	28.7	----	30.4	28.0	25.5
14.	69.	38.	14.		4.1	5.7	8.8	7.3	9	10	12		7	11	10	9	33.7	26.8	25.4		32.0	28.2	22.0	----
22.	97.	96.	73.	ALL					54	64	57	23	7	7	40	16	39.5	31.7	26.4	21.1	38.6	30.0	25.7	20.4
23.	89.	59.	29.						26	44	49	26	2	24	20	11	----	34.2	27.4	24.7	----	28.6	26.5	22.3
17.	ALL	87.			6.9	9.7	8.3	----	192	50	63	7	19	18	12	1	56.6	40.0	32.4	----	48.3	37.3	28.7	----
16.	84.	27.							37	45	16	3	7	4	17	2	43.7	----	28.5	----	28.3	----	24.8	----
21.	98.	97.	49.	50.	0.0	0.0	0.0	0.0	102	86	48	6	17	22	15	4	37.7	32.1	26.5	----	36.7	31.0	25.8	----
20.	ALL	ALL	74.	12.	0.0	0.0	0.0	0.0	85	62	53	27	46	49	24	22	35.0	31.9	27.9	24.9	33.8	30.5	27.6	23.6
20.	71.				5.1	----	5.0	----	7	3	8	3		1	5	3	----	----	----	----		----	----	----
23.	96.	90.	9.		5.1	5.7	6.6		166	107	97	5	12	21	49	2	55.2	37.9	32.1	----	50.2	34.0	29.8	----
23.	98.	91.	34.	7.					115	101	98	35	17	34	54	26	38.1	32.5	25.8	20.2	34.0	27.5	22.3	17.6
18.			67.		----	----	8.4	----	3	3	3	3	2		3		----	----	----	----	----		----	
22.	92.	88.	50.	14.	7.1	8.2	8.2	----	18	13	16	4	6	4	6	3	46.1	----	26.6	----	41.7	----	29.7	----
22.	97.	91.	52.	9.	0.0	0.0	0.0	0.0	104	70	71	19	8	17	23	26	37.3	31.0	25.7	19.7	37.5	31.7	24.9	20.0
25.	86.	76.	31.	22.	0.0	0.0	0.0	0.0	20	21	19	5	1		7	4	----	----	23.3	----	----		23.3	----
24.	ALL	81.	49.	6.	0.1	0.5	1.6	0.0	26	28	36	12	2	8	11	19	----	30.1	26.1	21.7	----	27.8	23.6	20.0
22.									72	43	20	8	5	17	8	6	----	29.5	26.5	17.7	----	26.0	23.5	18.1
21.	97.	86.	5.						501	363	299	12	12	32	76	3	46.8	35.7	29.8	----	42.3	31.0	26.0	----
24.		89.			----	1.6	1.8		5	19	12				2		----	----	----				----	
21.	94.	90.	23.	17.	5.3	5.9	9.0	9.4	78	76	61	4	10	28	48	8	47.6	36.9	30.7	----	45.1	32.3	29.4	----
22.	96.	ALL	38.		8.6	9.6	12.0	----	19	7	20		4	4	6	3	----	----	25.3		----	----	23.2	----
24.	99.	86.	54.	15.					63	48	74	24	10	30	61	22	33.7	30.7	20.7	17.1	43.5	31.5	19.9	16.1
21.	99.	88.	11.		0.4	0.3	0.3	0.2	262	211	152	4	20	49	60	6	43.4	33.0	27.8	----	40.0	30.3	25.2	----
25.	ALL	55.	19.		6.2	6.5	9.8	----	20	21	14		4	8	7	3	----	26.7	25.2		----	24.9	23.1	----
21.	95.	71.	37.	35.	0.3	0.2	0.2	0.0	38	49	18	1	36	68	75	30	39.1	32.2	25.6	----	38.7	30.1	25.3	----
23.	ALL	ALL	10.		5.7	6.1	6.7	----	83	49	44	2	9	9	23	2	49.6	36.0	29.6	----	39.6	34.3	25.4	----
18.	ALL	89.	8.		7.1	13.3	11.5		10	32	21	2	2	6	4		----	30.4	----	----	----	29.4	----	
20.	99.	82.	8.	10.	0.0	0.0	0.0	0.0	351	307	204	14	26	45	74	6	48.0	34.3	30.0	25.0	44.4	31.5	26.9	24.7
22.	ALL	84.	2.		2.8	3.4	3.3	----	34	52	28	4	4	23	19	6	----	34.5	31.2	----	----	32.3	28.9	----
23.	92.	82.	28.		3.0	18.7	19.1		12	28	38			10	22	1	----	33.0	27.0			29.9	24.7	----
16.	ALL	59.	15.		0.0	-0.2	0.0	----	20	18	10	2	13	4	10		28.2	----	22.4	----	26.9	----	22.9	
20.	ALL	ALL	5.		2.9	3.7	4.5	2.5	800	385	293	31	63	129	136	6	50.0	34.5	31.5	23.1	45.9	32.5	26.5	20.5
21.	ALL	97.	19.		0.0	0.0	0.0	----	158	194	111		11	40	34	4	42.9	32.5	28.0		36.5	29.7	25.3	----
20.	ALL	99.			2.1	1.9	2.5	----	74	60	34	2	2	13	15	1	----	34.2	31.0	----	----	33.4	28.8	----
22.	93.	83.			3.8	5.0	4.6	----	28	19	5	4	1	4	2		----	----	----	----	----	----	----	
22.	ALL	97.			0.6	1.0	0.5	----	49	71	73	1	7	18	23		39.1	30.9	26.9	----	37.5	33.1	24.6	
23.	93.	66.	3.		0.0	0.8	-0.3	2.3	21	30	19	4	6	8	11	18	39.8	32.3	25.2	----	36.3	31.1	26.5	----
23.	90.	85.	68.	10.	0.2	0.0	0.0	0.0	57	40	28	14	3	7	19	25	----	29.1	24.6	22.1	----	28.6	24.8	20.1
30.		63.	56.		----	6.0	6.0	6.0	2	14	20	10		2	5	7	----	----	----	19.2		----	----	18.3
32.	ALL	ALL	42.		0.0	0.7	2.8	2.0	12	10	11	13		2	8	4	----	----	25.0	----		----	23.6	----
31.	ALL	72.	11.						28	32	29	2	1	7	6	7	----	27.1	23.6	----	----	25.2	23.1	----
28.	99.	84.	11.		1.0	1.2	2.2	0.2	369	177	99	9	25	72	68	21	45.0	32.0	29.3	24.4	38.0	30.8	26.2	21.8
29.	98.	80.	16.		1.1	0.8	0.8	1.5	179	167	73	16	4	15	45	11	----	31.9	27.1	22.5	----	29.1	24.2	22.4
32.	98.	69.	39.	27.		0.0	0.2	0.5	31	27	33	35	11	25	11	9	29.3	26.2	23.7	22.3	28.0	24.4	21.1	20.8
31.	98.	65.	22.	4.					117	79	62	18	13	18	35	31	35.7	29.6	26.4	21.0	33.3	28.3	24.5	20.8
25.					4.6	4.7	6.4	8.6	11	6	8	3	5	5	3	4	----	----	----	----	----	----	----	----
18.									1		2	3			1	2	----		----	----			----	----
23.					6.0	7.7	7.0	----	6	5	5	1		1	7	1	----	----	----	----		----	----	----
28.	ALL	93.	18.		7.0	6.3	4.5	----	11	12	14	1	1	3	8	1	----	----	24.9	----	----	----	25.0	----

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
VERMONT(CONTD)																				
Middlebury College		IIB	1*	1*	1*	1*	50.3	35.4	28.8	27.3	37.4	1*	1*	1	1*	62.8	44.1	34.1	31.5	45.6
Norwich University	107	IIA	5	5	5	5	33.3	26.8	24.2	18.5	26.8	5	5	4	5	41.2	31.6	29.5	21.7	32.2
Saint Michael's College		IIB	2	2	3		36.3	29.6	23.1	----	28.6	1	1	3		47.9	38.6	28.5	----	36.8
University of Vermont		I	4	4	4	3	46.1	34.3	28.1	22.7	35.3	3	3	3	3	57.4	43.6	35.7	29.1	44.6
VIRGINIA																				
Averett College		IIB	5	4	4		26.9	24.1	21.3	----	23.1	5	4	4		31.1	28.0	24.6	----	26.7
Blue Ridge Community College		III		3	2	2	----	30.5	26.9	22.5	28.0		3	2	2	----	38.0	33.8	28.4	35.0
Bridgewater College		IIB	4	4	4		29.9	24.7	21.8	----	25.6	4	4	4		35.5	28.6	25.4	----	30.0
Central Virginia Comm. Coll.		III	2	2	1		35.6	31.8	27.9	----	30.0	3	2	1		44.2	39.6	34.9	----	37.5
Christendom College		IIB			2			----	25.0		23.8			2			----	29.0		27.5
College of William and Mary		I	3	2	3	2	47.0	38.8	30.2	24.3	40.5	3	2	2	2	57.3	47.8	37.5	30.4	49.7
CWM-Christopher Newport Coll		IIB	2	2	1*	1	35.5	31.3	28.4	23.6	31.0	2	1	1*	1	44.5	39.2	35.6	29.8	38.9
CWM-Richard Bland College		III		3			----	29.0	----	----	29.5		3			----	36.3	----	----	36.8
Dabney S.Lancaster Comm.Coll		III		1	2	2	----	34.9	26.9	23.5	29.6		1	2	2	----	42.0	33.3	28.9	36.1
Danville Community College		III	4	3	3		31.4	30.1	25.8	----	28.2	4	3	3		39.2	37.6	32.3	----	35.2
Eastern Mennonite Coll.,Inc.		IIB	5	5	5		23.9	21.6	18.9	----	21.2	5	5	5		31.2	27.3	23.7	----	27.0
Eastern Shore Comm. College		III					----	----	----	----	25.9					----	----	----	----	32.5
Emory and Henry College		IIB	3	3	3		30.8	26.1	23.4	----	27.0	3	4	3		38.1	31.4	28.8	----	33.0
Ferrum College		IIB	5	5	5		26.9	22.8	20.0	----	22.3	5	5	5		31.3	26.6	23.2	----	25.9
George Mason University		IIA	1	1	1	1	47.8	36.3	31.0	25.5	37.1	1	1	1	1	59.5	45.3	38.8	32.2	46.2
Germanna Community College		III		2	3	3	----	31.7	25.5	21.1	27.2		2	3	3	----	39.5	32.1	26.6	34.0
Hampden-Sydney College		IIB	2	2	2		36.9	30.1	25.0		30.6	2	2	3		43.7	35.4	28.6		35.7
Hollins College		IIB	1	1	3		40.1	32.6	23.7	----	33.1	1	1	3		48.3	39.0	28.0	----	39.6
James Madison University		IIA	3	2	2	3	39.4	33.8	29.3	21.6	33.2	3	2	1	3	49.0	42.3	36.9	27.5	41.5
J. Sargeant Reynolds Comm.C.		III	3	2	2	1	33.6	31.5	26.6	23.8	29.6	3	2	2	1	41.9	39.3	33.3	30.0	37.0
John Tyler Community College		III	3	3	3	2	33.1	30.3	25.3	23.2	27.9	3	3	3	1*	41.2	37.8	31.8	44.2	36.4
Longwood College		IIB	1	1	1	1	38.9	33.1	25.9	23.0	31.1	1	1	1	1	48.5	41.8	32.8	29.0	39.2
Lord Fairfax Community Coll.		III		4	3		----	27.0	25.4	----	25.8		4	3		----	33.9	31.9	----	32.4
Lynchburg College		IIA	5	5	5		34.5	28.2	23.3	----	28.4	4	5	5		42.4	34.3	27.5	----	34.4
Mary Baldwin Collehe		IIB	3	4	3	2	31.6	24.1	23.2	22.0	25.0	3	4	3	2	38.0	28.6	27.4	25.6	29.5
Mary Washington College		IIA	3	2	3	2	37.8	33.4	26.2	23.1	31.6	3	2	3	2	47.5	42.1	33.3	29.5	39.9
Marymount University		IIB	2	3	3	4	37.5	27.9	23.6	18.3	28.2	2	3	4	5	42.8	31.5	26.5	20.2	31.8
Mountain Empire Comm.College		III		3	3	2	----	29.9	25.6	22.5	26.0		3	3	3	----	37.4	32.1	28.3	32.7
New River Community College		III	2	2	2	3	35.9	31.5	26.2	21.1	26.9	2	2	2	3	45.3	39.9	33.5	27.3	34.3
Norfolk State University		IIA	2	2	2	3	40.4	35.4	29.4	22.1	33.1	2	2	1	2	50.1	44.1	36.8	27.7	41.2
Northern Virginia Comm.Coll.		III	2	2	1	1	35.9	32.7	28.2	24.4	30.8	2	2	1	1	44.6	40.8	35.3	30.7	38.4
Old Dominion University		IIA	1	1	1	2	48.0	35.7	30.8	23.8	36.3	1	2	1	2	58.2	43.9	37.8	29.3	44.4
Patrick Henry Comm. College		III		3	3		----	30.4	26.0	----	26.6		3	2		----	37.9	32.7	----	33.3
Paul D. Camp Comm. College		III		3	3		----	29.4	24.8	----	27.2		3	3		----	36.7	31.2	----	34.1
Piedmont Virginia Comm.Coll.		III	3	3	3		33.8	28.9	25.3	----	27.0	3	3	3		42.1	36.1	31.7	----	33.8
Presb.Sch. of Christian Educ		IIB	4				30.3	----	----	----	26.9	2				42.2	----	----	----	37.5
Radford University		IIA	3	2	3	3	39.6	33.0	27.3	21.7	32.5	3	2	2	3	49.1	41.1	34.3	27.4	40.5
Randolph-Macon College		IIB	2	2	2		36.6	29.6	24.8	----	29.7	2	2	2		43.8	34.7	29.1	----	35.1
Randolph-Macon Women's Coll.		IIB	2	3	3		37.7	28.1	23.3	----	29.7	2	2	3		46.5	34.9	28.6	----	36.8
Rappahannock Community Coll.		III		2	3		----	31.6	25.0	----	26.9		2	3		----	39.3	31.4	----	33.7
Roanoke College		IIB	2	2	2		37.7	29.2	24.5	----	29.7	2	2	3		45.8	35.5	28.8	----	35.7
Shenandoah Coll&Conservatory		IIB	5	4	5		26.3	24.0	19.1	----	21.8	5	5	5		30.3	27.5	21.8	----	24.9
Southside Virginia Comm.Coll		III		4	3		----	28.1	25.3	----	25.9		4	3		----	35.1	31.8	----	32.5
Southwest Virginia Comm.Coll		III	3	2	2	2	33.7	30.6	27.2	23.7	27.8	3	2	2	1	41.9	38.5	34.3	30.1	35.0
Sweet Briar College		IIB	2	2	3		38.3	30.3	23.9	----	31.5	2	2	3		47.3	36.8	28.9	----	38.6
Thomas Nelson Comm. College		III	3	3	2	2	34.6	29.9	26.5	22.6	29.0	3	3	2	2	43.0	37.3	33.3	28.6	36.3
Tidewater Community College		III	4	3	3	2	31.8	28.9	25.6	22.6	27.4	4	3	3	2	39.7	36.2	32.2	28.5	34.3
University of Richmond		IIA	1	2	2	4	45.5	35.0	27.8	19.7	35.5	1	2	3	5	55.4	43.0	33.3	22.3	43.1
University of Virginia		I	1	1	2	3	59.0	39.9	32.0	23.1	44.9	1	1	1	3	71.9	50.2	40.6	28.8	55.5
U. Va.,Clinch Valley Coll.of	4	IIB	2	2	2		36.8	29.8	24.8	----	29.4	2	2	1		46.1	37.7	31.7	----	37.1
Virginia Commonwealth Univ.		I	4	2	2	2	45.5	37.4	31.7	23.8	36.1	4	2	2	3	56.0	46.0	39.0	29.2	44.4
Virginia Highlands Comm.Coll		III		3	2		----	30.3	26.2	----	28.0		3	2		----	37.9	32.9	----	35.1
Virginia Intermont College		IIB									18.0									21.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTIMUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.	98.	95.			8.6	16.6	18.2	19.5	49	17	30	7	4	4	22	9	----	----	29.1	28.0	----	----	28.5	26.8
20.	93.	82.	4.		4.0	4.0	4.0	4.0	29	60	37	5	1	27	10	4	----	28.0	24.6	----	----	24.1	22.9	----
28.	ALL	ALL	13.		8.6	9.4	8.9		23	31	24	1	2	6	14		----	29.5	23.3	----	----	30.0	22.9	
26.	ALL	97.	16.		6.4	6.3	6.5	7.0	153	129	61		7	42	43	6	46.1	35.0	28.9		45.3	32.1	27.0	----
15.	ALL	81.			9.7	9.9	10.6	----	8	7	14		1	9	4	4	----	25.0	----		----	23.4	----	----
25.		13.	14.						4	9	9	5		6	5	5	----	31.1	----	----		29.5	----	----
17.	ALL	63.	69.		6.0	6.6	6.1	----	16	16	10	1		3	3		----	----	----	----		----	----	
25.	33.	35.	4.						6	19	16			7	10	4	----	31.6	28.3			32.1	27.3	----
16.						----	26.8			1	7			1				----	----			----		
23.	96.	88.	4.		14.6	14.7	14.9	13.5	160	100	44	8	11	23	23	5	47.2	38.8	31.4	----	43.2	38.8	27.9	----
25.	ALL	86.	37.		12.2	12.1	12.5	12.1	24	29	22	4	6	8	13	3	35.3	31.2	29.1	----	36.6	31.4	27.2	----
25.		94.			----	10.0	----	----	4	10	3		1	8	2	1	----	28.8	----		----	29.3	----	----
22.		45.	9.		----	11.0	11.8	12.9	2	8	7	5	1	3	4	2	----	----	----	----	----	----	----	----
25.	30.	55.	8.						9	19	12	3	1	3	12	1	----	----	26.8	----	----	----	24.7	----
27.	26.	25.			5.6	8.0	7.6	----	19	12	10	1			8	3	----	----	19.1	----			18.7	----
25.									1	3	3	3		1	2	2	----	----	----	----		----	----	----
22.	ALL	ALL	25.		5.3	6.1	4.6	----	20	8	14	1	2	2	2	2	----	----	----	----	----	----	----	----
16.	ALL	ALL	23.		5.4	5.9	5.2		13	12	21		4	7	14	1	----	23.3	20.3		----	22.0	19.5	----
25.	86.	85.	6.		10.2	11.1	11.0	7.3	100	139	92	12	25	61	78	2	48.6	36.3	31.7	----	44.3	36.3	30.2	----
25.									3	6	9	3	1	1	7	3	----	----	25.9	----	----	----	25.0	----
17.	ALL	90.			9.5	9.7	8.0		21	19	13			2	2		----	----	----			----	----	
20.	ALL	96.	6.		5.7	10.5	9.0	----	19	16	6	1	7	7	10	1	39.8	32.8	24.8	----	40.8	32.0	23.1	----
25.	98.	87.	28.		11.7	11.8	11.9	10.3	111	120	88	14	26	30	38	26	39.9	34.4	29.8	22.4	37.4	31.7	28.3	21.2
25.	6.	2.							21	21	27	7	10	20	19	4	34.3	31.5	26.8	----	32.3	31.4	26.2	----
30.	43.	58.	4.	17.					6	18	12	4	1	8	14	2	----	31.2	26.2	----	----	28.3	24.5	----
26.	94.	90.	59.		9.6	11.7	11.6	11.2	19	36	22	9	12	14	12	11	39.0	33.0	25.8	23.1	38.8	33.5	26.0	22.9
26.									3	10	6	4		3	5	1	----	----	----	----		----	----	----
21.	92.	83.	26.		5.4	5.2	6.7	----	35	31	21	1	4	15	14	4	----	28.6	23.8	----	----	27.3	22.5	----
18.	ALL	73.	14.		8.0	5.8	8.2	----	7	6	15	2	6	5	13	8	32.2	----	22.8	----	31.0	----	23.8	----
26.	ALL	86.	14.		10.5	10.5	10.5	10.5	40	24	31	9	11	13	20	4	38.4	34.0	26.9	----	35.6	32.1	25.1	----
13.	39.	38.	45.		7.3	14.0	9.4	----	9	15	2		9	11	18	7	39.1	28.3	----		35.9	27.5	----	----
25.									4	9	10	9		3	5	9	----	----	----	23.1		----	----	21.8
28.	80.	42.	13.		13.8	13.4	14.3	10.7	8	6	8	9	2	6	7	11	----	31.3	26.4	20.8	----	31.6	26.0	21.5
25.	85.	68.	38.		10.5	11.0	10.9	10.7	62	54	40	17	33	21	48	31	40.6	36.8	31.3	22.8	39.9	31.9	27.9	21.7
25.	13.	21.	7.						67	72	71	40	53	54	72	38	36.2	32.8	28.8	24.7	35.5	32.7	27.6	24.0
22.	97.	91.	8.		13.5	13.0	12.1	11.6	149	164	87	26	10	48	45	30	47.6	36.4	32.7	26.5	53.2	33.1	27.0	21.5
25.									2	3	6	3	1	3	9	2	----	----	25.8	----	----	----	26.2	----
25.									3	5	8			4	4	2	----	----	----			----	----	----
25.									3	10	12	1	3	7	16	3	----	30.4	25.6	----	----	26.7	25.0	----
39.	67.				3.6	----	----	----	5	2			1	2	1	1	----	----			----	----	----	----
25.	91.	71.	31.		12.2	15.0	10.6	9.7	85	59	66	7	24	31	35	22	40.1	33.5	27.5	24.5	38.1	31.8	27.0	20.8
18.	95.	95.	13.						21	17	16	2	1	4	7	2	----	----	25.6	----	----	----	23.0	----
24.	ALL	80.	15.		8.1	8.1	10.1	----	18	15	8		6	10	12	2	38.4	28.2	23.1		35.5	28.0	23.4	----
25.									1	5	8	1		2	3	2	----	----	----	----		----	----	----
20.	95.	94.	18.		7.4	8.7	8.2	----	15	22	13	1	5	10	9	1	----	29.7	25.2	----	----	28.3	23.6	----
14.	93.	24.			10.6	3.2	9.3	----	11	14	18	1	3	7	14	3	----	24.2	19.2	----	----	23.4	19.1	----
25.									2	8	12	4		4	9	1	----	----	24.8	----		----	26.0	----
26.	33.	35.	4.		11.6	11.6	12.4	12.4	3	15	17	14	3	2	7	3	----	----	27.1	----	----	----	27.2	----
22.	ALL	89.	19.		5.2	6.6	8.5	----	19	10	6	1	9	8	15		39.3	29.9	23.3	----	36.2	30.8	24.2	
25.	43.	11.	8.						14	26	20	1	7	10	19	7	34.7	30.2	26.9	----	34.5	29.1	26.1	----
25.	4.	6.							33	50	37	22	13	33	38	19	31.8	28.9	25.7	22.9	31.9	29.0	25.6	22.2
21.	ALL	91.	21.	8.	6.2	6.9	9.5	6.9	66	46	42	5	6	11	20	8	45.7	35.4	28.2	----	43.1	33.3	26.9	----
24.	93.	89.	2.		10.4	10.5	12.3	9.0	378	226	157	5	21	35	73	24	59.2	40.3	33.3	----	55.1	37.1	29.3	----
26.	ALL	93.	25.		14.5	13.8	12.5		10	10	12			4	4	1	----	----	----			----	----	----
23.	98.	94.	14.	1.	11.5	11.6	11.7	11.2	149	240	155	24	27	74	108	45	4[illegible]	38.1	33.2	25.2	42.5	35.1	29.6	23.0
25.		17.								21	10	1	3	3	12	4		----	26.7	----	----	----	25.9	----
21.																								

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
VIRGINIA(CONTD)																				
Virginia Military Institute		IIB	1	1*	1*		42.0	36.8	29.4	----	37.4	1	1*	1*		53.7	46.6	37.3	----	47.6
Virginia Poly.Inst.&St.Univ.		I	2	2	1	3	54.0	38.3	33.1	22.7	41.4	2	2	1	3	65.5	47.3	41.1	28.4	50.8
Virginia State University		IIA	4	3	1	2	37.5	32.7	29.5	24.4	31.8	3	2	1	1	46.7	40.8	37.1	30.8	39.8
Virginia Wesleyan College		IIB	2	2	3	1	34.3	29.8	22.9	22.5	29.2	3	2	3	1	41.2	35.8	27.9	27.6	35.3
Virginia Western Comm. Coll.		III	2	2	2	2	35.7	31.2	26.5	22.3	29.2	2	2	2	3	44.3	39.0	33.2	28.2	36.5
Washington & Lee University	108	IIB	1	1	1	2	44.4	33.1	26.6	21.1	37.3	1	1	2	3	53.7	39.9	30.9	23.6	44.7
Wytheville Community College	-	III	3	3	3	2	33.3	30.0	25.7	23.7	28.2	3	3	3	2	41.5	37.4	32.3	29.9	35.3
WASHINGTON																				
Central Washington Univ.	6	IIA	4	4	4		36.5	30.8	25.1	----	32.6	4	4	4		44.6	37.8	30.6	----	39.9
Cornish Institute		IIB									16.0									18.7
Evergreen State College		IIB									32.7									39.7
Pacific Lutheran University	1	IIA	4	4	5		36.2	29.4	24.4	----	29.6	4	4	4		45.6	36.9	29.8	----	37.0
St. Martin's College		IIB		4	4		----	23.7	20.9	----	22.5		5	5		----	26.6	23.3	----	25.1
Seattle Pacific University		IIB	3	3	2	3	33.1	27.7	24.1	19.9	28.4	3	3	2	2	40.5	33.9	29.5	24.4	34.7
Seattle University		IIA	4	4	4	2	36.6	29.4	25.9	22.9	29.8	4	4	4	3	45.1	36.1	31.1	27.0	36.5
University of Puget Sound	110	IIA	3	3	4	3	39.9	31.6	25.7	21.9	32.1	2	3	3	2	52.3	40.3	32.4	28.8	41.5
University of Washington		I	3	4	2		47.9	33.7	30.7	----	39.6	3	4	2		57.4	41.4	37.9	----	48.0
Washington State University		I	5	5	4	3	42.2	32.1	28.5	22.5	34.9	4	5	5	3	51.3	39.1	33.3	27.9	42.1
Western Washington Univ.	1	IIA	3	3	3		38.2	31.7	26.9	----	33.2	3	3	3		47.1	39.3	33.0	----	41.0
Whitman College		IIB	1	1	2	2	39.0	32.6	25.7	22.3	32.0	2	2	3	2	45.5	38.3	28.9	25.1	37.1
Whitworth College		IIB	2	3	3	5	34.2	27.9	23.0	17.4	27.6	3	3	2	4	41.1	34.3	29.3	21.9	34.0
WEST VIRGINIA																				
Alderson Broaddus College		IIB	4	5	5	5	27.1	22.9	19.0	17.3	20.8	4	5	5	4	32.8	27.4	22.9	20.9	25.1
Bethany College		IIB	4	5	4		28.1	22.3	21.5	----	24.4	4	5	4		34.7	27.0	26.2	----	29.8
Bluefield State College		IIB	4	4	4	3	29.7	25.2	20.6	19.2	23.2	4	4	5	4	33.8	28.7	23.4	22.0	26.5
Concord College		IIB	3	3	4	4	31.3	26.6	21.9	18.5	25.5	3	3	4	4	37.5	32.0	26.4	22.3	30.7
Davis and Elkins College		IIB	4	4	4	4	27.6	23.4	20.6	17.5	22.0	4	4	4	5	33.6	28.9	24.9	19.9	26.4
Fairmont State College		IIB	3	3	3	1	31.1	27.2	22.9	23.1	27.0	3	3	3	1	37.5	33.2	28.3	28.8	33.0
Glenville State College		IIB	4	4	4	3	29.9	25.5	21.8	19.7	23.8	4	4	4	3	36.2	30.8	26.5	24.1	29.0
Marshall University		IIA	5	4	5	5	34.0	28.8	23.3	17.7	28.0	5	5	5	5	40.2	34.4	28.1	21.8	33.4
Potomac State Coll.of W.Va.U		III	3	4	4	5	32.7	25.8	21.5	17.8	25.2	4	4	5	5	39.2	31.4	26.3	21.8	30.6
Shepherd College		IIB	3	3	2	2	32.2	27.2	24.3	20.6	26.4	3	3	2	2	38.3	32.4	29.1	25.3	31.5
West Liberty State College		IIB	3	4	4	4	31.3	25.8	21.0	18.7	26.4	3	4	4	3	37.2	30.9	25.1	22.9	31.5
W. Va. College of Grad.Stud.		IIA	4	3			37.0	32.5	----		33.7	4	3			44.4	39.2	----		40.6
West Virginia Inst. of Tech.		IIB	5	3	3	3	26.8	27.8	23.8	20.1	25.0	5	3	3	3	32.1	32.9	27.8	23.7	29.6
W.Va.Northern Comm. College	1	III	5	5	5	5	29.1	23.8	20.3	16.3	22.4	5	5	5	5	35.8	29.4	25.1	19.8	27.5
West Virginia University	112	I	5	5	5	5	39.8	32.0	26.0	19.4	32.7	5	5	5	5	46.9	37.7	30.9	23.1	38.6
West Virginia Wesleyan Coll.		IIB	4	4	4		28.2	24.4	22.0	----	25.4	4	4	3		36.4	31.1	28.6	----	32.7
WISCONSIN																				
Alverno College		IIB	4	4	4	4	29.9	25.9	21.3	18.4	22.7	4	4	4	4	33.7	29.4	24.4	20.5	25.7
Beloit College		IIB	2	2	2		35.3	29.4	24.2	----	31.3	2	2	3		45.2	36.6	28.0	----	39.2
Carroll College		IIB	2	2	1		35.9	30.3	26.7		31.3	2	2	1		43.9	37.0	32.0		38.0
Carthage College		IIB	4	4	3	5	30.0	23.6	22.7	17.3	25.9	3	4	4	5	37.8	28.1	25.9	19.7	31.6
Concordia Coll. of Wisconsin		IIB		5	5		----	21.3	19.6	----	20.1		5	4	-	----	26.9	24.3	----	25.0
Edgewood College		IIB	4	5	5		29.8	22.7	20.2	----	23.5	5	5	5		29.8	22.7	20.2	----	23.5
Institute of Paper Chemistry		IIA	1*	1*	1*		52.9	40.0	33.0	----	41.0	1*	1*	1*		65.4	50.3	41.4	----	51.2
Lakeland College		IIB	5	5	4		26.5	21.7	20.8	----	21.9	5	5	4		31.5	25.8	24.5	----	25.9
Lawrence University		IIB	1	1	2		42.2	33.1	24.9		34.4	1	1	2		52.4	40.8	30.1		42.5
Marquette University		I	3	3	2		49.3	36.9	30.8		37.1	2	2	3		61.7	46.2	37.3		46.0
Milwaukee Inst.of Art&Design		IIB									20.9									24.8
Milwaukee School of Engrg.		IIB	2	3	2	1	34.8	26.7	25.8	23.8	29.9	2	3	2	1	42.7	33.1	31.0	27.7	36.5
Mount Mary College		IIA		5	5		----	25.4	20.4	----	23.7		5	5		----	30.6	23.5	----	28.1
Mount Senario College		IIB		5	5	5	----	18.4	16.4	14.5	17.3		5	5	5	----	21.2	18.6	16.4	19.8
Northland College		IIB	5		5		23.2	----	19.4	----	21.7	5		5		27.8	----	23.1	----	26.0
Ripon College		IIB	1	2	2		38.7	29.8	25.0	----	31.0	1	2	2		48.0	36.2	30.6	----	38.0
St. Norbert College		IIB	1	1	2		38.8	31.8	24.9	----	29.9	1	1	1		50.6	41.7	31.6	----	38.7
Univ. Wisconsin-Madison	113	I	3	3	2	1	49.3	36.1	32.8	26.4	43.2	3	3	1	1	60.7	45.2	41.2	33.7	53.5
Univ. Wisconsin-Milwaukee	114	I	3	4	3	1	46.8	34.7	30.2	27.7	37.4	3	3	2	1	57.9	43.6	38.1	35.2	46.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.	ALL	40.	18.		12.5	13.2	13.7	----	46	18	20	1		2	2		----	----	----	----		----	----	
23.	94.	93.	6.	7.					441	389	247	48	16	47	80	37	54.2	38.6	33.7	24.0	47.3	35.9	31.6	21.0
25.	95.	50.	30.		5.6	7.0	5.7	5.4	41	29	50	11	14	9	32	10	37.8	32.8	30.2	25.3	36.6	32.2	28.5	23.4
21.	95.	62.			11.7	11.9	9.2	9.8	17	11	6	3	2	2	2	5	----	----	----	----	----	----	----	----
25.	39.	56.	22.						13	22	23	1	5	10	22	7	----	32.2	26.7	----	----	29.2	26.2	----
20.	ALL	97.	5.		8.7	9.2	9.3	----	79	34	18	7	1	1	3	5	----	----	----	----	----	----	----	----
25.	56.	36.	12.						6	8	8	3	3	6	9	3	----	30.7	25.7	----	----	29.0	25.7	----
22.	99.	85.	6.		3.0	4.2	4.5	----	131	67	37	1	14	11	13	2	36.7	31.1	25.3	----	34.3	29.0	24.7	----
17.																								
21.																								
25.	98.	89.	22.		5.9	6.6	6.2	----	56	59	35	1	5	23	37		----	30.0	25.0	----	----	27.7	23.7	
12.					----	8.3	8.8		2	9	11	1	1	2	5		----	----	----	----	----	----	----	
22.	89.	49.	28.		2.6	3.2	3.7	----	38	35	17	3	7	10	12	3	33.3	27.8	24.4	----	32.4	27.6	23.6	----
22.	89.	77.	13.	9.	1.3	2.1	2.4	4.7	34	51	25	6	13	19	27	5	37.2	29.6	26.5	----	35.0	28.8	25.4	----
29.	97.	81.			6.9	8.0	9.8	9.5	60	38	28	8	7	14	11	16	40.2	31.5	25.8	21.9	37.4	31.9	25.3	22.0
21.	98.	93.	4.		11.3	9.3	10.3	----	715	343	205	1	71	95	94	1	48.3	34.1	31.8	----	44.0	32.6	28.4	----
21.	ALL	93.	8.		6.4	7.3	7.2	3.8	260	214	106	2	12	47	65	11	42.3	32.1	30.1	----	38.5	32.0	25.9	----
23.	99.	94.	12.		3.0	3.5	4.7		135	133	31	1	12	25	19		38.3	32.1	28.3	----	37.3	29.7	24.7	
16.	ALL	94.	25.		1.8	2.7	3.0	----	26	29	17	3	3	5	7	4	----	----	26.6	----	----	----	23.6	----
23.	ALL	66.			5.3	4.8	2.3	----	18	19	13	2	3	10	6	4	----	28.0	23.6	----	----	27.7	21.6	----
20.	ALL	83.	28.		5.7	5.9	5.7	6.9	6	10	10	7	1	8	15	3	----	22.8	20.1	----	----	23.1	18.3	----
22.	91.	80.	16.		0.0	0.0	0.0	----	19	9	12		3	1	7	1	----	----	22.3		----	----	20.2	----
14.	ALL	81.	42.		2.0	2.3	3.3	3.1	14	12	20	6	3	4	11	9	----	----	21.1	20.3	----	----	19.6	18.5
20.	ALL	95.	3.		3.0	5.3	5.2	3.5	24	13	21	4	1	8	9	4	----	26.0	22.2	----	----	27.7	21.1	----
20.	ALL	55.			6.3	9.3	6.0	----	8	10	10	6	3	1	8	6	----	----	21.0	18.2	----	----	20.1	16.9
22.	98.	85.	60.		3.2	3.5	4.3	4.2	49	33	18	12	8	15	22	7	30.9	26.7	24.9	25.3	31.9	28.3	21.3	19.5
21.	ALL	73.	48.		2.0	2.4	3.6	3.7	9	17	15	7	3	5	10	5	----	----	22.0	----	----	----	21.4	----
19.	98.	81.	33.	4.	1.8	3.5	4.4	5.2	86	78	58	8	11	30	33	17	33.9	29.4	23.8	17.7	34.3	27.4	22.5	17.8
21.	ALL	ALL	70.		1.8	2.5	4.4	5.2	10	10	8	4		1	2	2	----	----	----	----		----	----	----
19.	ALL	88.	67.		1.9	3.2	3.0	3.9	28	19	24	1	3	5	12	6	----	----	24.5	----	----	----	24.0	----
19.	ALL	91.	38.		0.9	2.1	3.2	6.1	38	40	5	8	5	17	11	4	----	26.2	----	----	----	24.8	----	----
20.	95.	57.			3.0	3.8	----		19	19	3		3	4	2		----	----	----		----	----	----	
18.	97.	80.	26.		2.1	3.6	2.8	4.0	50	20	29	17	9	5	14	9	26.4	----	24.7	20.3	29.0	----	22.1	19.8
23.					7.5	4.6	2.4	0.7	10	10	4	4	5	9	4	5	----	24.4	----	----	----	23.0	----	----
18.	92.	83.	19.						316	187	136	5	30	52	106	20	40.2	32.6	27.7	----	35.5	29.3	23.9	----
28.	ALL	81.	21.		6.9	9.7	7.4	----	31	15	7	2	7	12	7	2	28.3	25.0	23.7	----	27.7	23.7	20.3	----
13.	ALL	96.	56.		9.7	11.5	11.1	11.9	1	7	7	5	5	16	18	14	----	24.9	22.4	----	----	26.3	21.0	----
25.	ALL	93.			7.3	8.2	9.7	----	42	13	8	2	1	2	6	1	----	----	23.5	----	----	----	25.1	----
22.	ALL	ALL	47.		6.0	6.4	5.1		23	24	12		2	6	7		----	30.7	27.1		----	28.7	25.9	
22.	ALL	94.	50.		0.0	0.0	0.0	----	31	15	7	4	4	3	1	5	----	----	----	----	----	----	----	----
24.		60.	4.		----	5.3	5.3	----	5	9	18	1		1	9	1	----	----	19.6	----		----	19.6	----
0.	90.	72.							2	8	3		8	10	6	2	----	22.8	----		----	22.6	----	----
25.					6.7	4.5	5.2	----	8	12	8	1					----	----	----	----				
18.	ALL	86.			5.9	6.8	5.7	----	7	5	12	1		2	3	1	----	----	----	----		----	----	----
23.	97.	95.			8.2	7.7	9.8		31	37	19		6	5	5		42.5	----	----		40.5	----	----	
24.	ALL	97.	6.		5.6	6.1	6.1		107	137	147		2	39	56		----	37.8	32.0		----	33.7	27.6	
19.																								
22.					4.9	5.2	5.1	5.3	39	14	20	7	4	4	2	3	----	----	----	----	----	----	----	----
19.		78.	18.		----	6.3	6.0	----	2	5	2	1	2	13	9	2	----	----	----	----	----	----	----	----
14.		67.	17.		----	----	----	0.0	4	5	4	4	1	1	2	6	----	----	----	----	----	----	----	----
19.	ALL		33.		6.3	----	5.4	----	18	3	4	2	4	1	2		----	----	----	----	----	----	----	
23.	ALL	80.	6.		7.8	8.5	9.1	----	21	17	10	2		3	8	1	----	----	25.5	----		----	24.5	----
20.	94.	95.	39.		6.8	6.9	8.2	----	17	34	22	1		5	9	3	----	----	25.4	----		----	23.8	----
24.	ALL	ALL	2.	33.	10.7	11.7	10.0	----	834	140	203	2	83	58	89	4	49.8	37.1	33.9	----	43.7	33.7	30.2	----
25.	ALL	ALL	5.		8.9	9.9	9.1	8.1	234	226	101	5	23	69	77	6	47.1	34.9	31.6	----	43.4	33.9	28.3	----

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
WISCONSIN(CONTD)																				
Univ. Wisconsin-Eau Claire	115	IIA	3	4	3	2	39.0	31.1	27.2	23.4	32.3	3	3	2	2	48.9	39.3	34.6	30.0	40.7
Univ. Wisconsin-Green Bay	115	IIA	3	3	3		40.3	32.1	27.3	----	32.6	2	3	2		50.4	40.5	34.7	----	41.1
Univ. Wisconsin-La Crosse	115	IIA	3	2	2	1*	39.0	34.4	29.1	27.2	33.4	3	2	1	1*	48.8	43.3	37.0	34.6	42.1
Univ. Wisconsin-Oshkosh	115	IIA	2	2	1	2	40.4	34.0	29.5	24.0	33.9	2	2	1	1	50.6	42.8	37.4	30.9	42.7
Univ. Wisconsin-Parkside	115	IIA	2	3	2		42.3	32.3	28.2		33.1	2	2	2		52.7	40.7	35.8		41.7
Univ. Wisconsin-Platteville	115	IIA	3	2	2		38.5	33.1	29.1	----	33.4	3	2	1		48.3	41.8	36.9	----	42.2
Univ. Wisconsin-River Falls	115	IIA	4	4	3		37.4	29.7	26.8	----	32.2	3	4	2		46.9	37.6	34.1	----	40.6
Univ. Wisconsin-Stevens Pnt.	115	IIA	3	3	3	2	38.8	31.4	27.3	22.8	32.8	3	3	2	2	48.7	39.7	34.8	29.4	41.5
Univ. Wisconsin-Stout	115	IIA	3	3	3	2	37.9	31.5	26.7	24.5	30.7	3	3	2	1	47.6	39.8	34.0	31.4	38.9
Univ. Wisconsin-Superior	115	IIA	2	4	3		40.6	31.1	26.7	----	34.5	2	3	2		50.8	39.4	34.1	----	43.5
Univ. Wisconsin-Whitewater	115	IIA	3	3	2	1	39.5	32.9	28.8	25.1	33.4	3	2	1	1	49.5	41.5	36.6	32.1	42.2
Univ. Wisconsin-Centers	113	III	2	3	3	3	35.8	30.1	24.6	21.5	28.6	2	2	3	3	45.1	38.2	31.5	27.7	36.3
Viterbo College		IIB		4	4	3	----	25.9	21.1	19.7	22.7		4	4	3	----	31.3	24.4	22.7	27.0
WYOMING																				
Central Wyoming College		III	4		2	1	31.6	----	26.3	23.8	25.7	4		2	2	40.1	----	33.4	29.2	31.9
Northwest Community College		III		2	3	2	----	31.7	25.6	22.3	26.1		2	2	2	----	39.8	32.5	28.6	33.1
University of Wyoming		I	4	5	4		43.4	32.4	28.1	----	35.7	5	5	5		51.1	38.5	33.5	----	42.3
Western Wyoming Comm.College		III	2	1	1*	1	37.6	34.5	30.6	25.3	30.1	2	1	1	1*	47.2	43.7	39.0	34.4	39.2
PUERTO RICO																				
Antillian College		IIB			5	5	----	----	15.6	14.0	15.1			5	5	----	----	17.0	15.3	16.6
Arecibo Tech. Univ. College		III	5	5	5	5	26.2	22.8	18.9	16.5	20.4	5	5	5	5	31.2	27.1	22.7	19.7	24.2
Catholic Univ.of Puerto Rico	116	IIB	5	5	5	5	19.4	15.5	13.5	11.7	14.5	5	5	5	5	25.7	20.8	18.3	16.0	19.6
Inter American Univ. of P.R.	117	IIA	5	5	5	5	20.3	17.6	15.2	13.2	15.0	5	5	5	5	24.2	21.2	18.2	15.8	17.9
Metropolitan University		IIB			5	5	----	----	15.4	9.8	13.0			5	5	----	----	18.2	11.2	15.1
Ponce Technological U.Coll.		III		5	5	5	----	17.9	15.7	13.0	16.0		5	5	5	----	22.0	19.6	16.1	19.7
Puerto Rico Junior College		III			5	5		----	14.9	12.5	13.5			5	5		----	17.2	14.2	15.5
Turabo University		IIB	5	5	5	5	22.3	17.7	15.5	11.5	15.5	5	5	5	5	25.9	20.1	18.2	13.0	17.8
Univ. of P.R.-Rio Piedras		IIA	5	5	5	5	29.4	23.8	19.8	16.3	22.9	5	5	5	5	35.2	28.7	24.1	20.0	27.6
Univ. of PR-Cayey Univ.Coll.		IIB	4	5	5	5	30.0	23.1	18.9	16.3	19.8	4	4	5	5	35.9	28.0	23.1	20.1	24.0
Univ. of P.R.Humacao U.Coll.		IIB	4	4	5	5	28.4	23.5	19.5	16.2	19.7	4	4	5	5	33.8	28.1	23.5	19.8	23.7
Univ. of the Sacred Heart		IIB	5	5	5	5	23.6	19.4	16.4	13.6	16.7	5	5	5	5	30.0	25.1	21.6	18.3	21.8
GUAM																				
University of Guam		IIA	2	2	3	3	40.8	34.8	26.4	21.3	30.6	3	2	4	4	46.2	40.8	31.3	23.9	35.6

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
26.	98.	92.	42.	6.	8.4	8.8	8.2	9.0	142	95	69	15	9	24	48	17	39.1	31.0	27.3	25.3	38.0	31.4	27.0	21.7
26.	ALL	ALL	4.		9.2	9.0	7.5	----	34	64	14	1	6	11	10	1	40.7	32.3	28.9	----	38.0	31.0	25.2	----
26.	98.	70.	42.	73.	8.8	8.9	7.7	7.6	106	85	65	9	19	8	16	13	39.4	34.4	29.4	26.2	36.6	34.6	28.1	27.8
26.	99.	88.	47.	38.	9.1	8.6	7.7	8.3	120	80	78	7	16	23	40	14	40.5	34.1	29.7	25.8	39.7	33.4	29.2	23.1
26.	ALL	95.			9.1	9.3	8.7		38	65	20		1	13	10		----	32.3	28.9		----	32.1	26.7	
26.	96.	72.	52.		9.2	8.5	8.1	----	90	57	47		5	4	14	1	----	----	29.3		----	----	28.2	----
26.	ALL	79.	39.		9.5	10.1	9.5	----	90	44	49	2	11	12	17	1	37.7	29.7	27.1	----	34.9	29.6	25.7	----
26.	99.	92.	36.	26.	10.4	10.0	8.1	9.0	124	112	48	13	16	17	18	6	38.8	31.5	27.7	23.5	39.4	30.6	26.2	21.3
27.	99.	86.	59.	67.	9.5	9.7	9.1	9.1	91	56	45	16	19	17	21	8	38.3	32.1	26.3	24.8	36.4	29.5	27.4	23.9
26.	ALL	88.	18.		8.4	10.1	8.5	----	39	21	9	2	8	5	8	1	40.9	----	28.7	----	38.7	----	24.5	----
26.	99.	93.	45.	19.	8.4	9.2	8.7	9.6	138	53	71	9	25	20	28	7	39.6	33.2	29.0	25.1	38.8	32.2	28.2	25.1
27.	ALL	99.	48.	11.	10.3	10.6	10.4	9.4	43	136	89	9	6	21	31	9	35.9	30.3	25.2	21.7	35.0	29.4	23.1	21.3
19.		89.	44.	10.	----	5.0	5.2	6.5	4	13	8	3	1	5	24	7	----	----	21.5	----	----	----	21.0	----
24.	ALL		ALL	17.	0.0	----	0.0	0.0	7	1	7	15		2	4	9	----	----	----	24.3		----	----	22.8
27.		92.	52.		----	0.0	0.3	0.1	2	9	38	9		3	8	7	----	----	26.0	23.5		----	23.5	20.7
18.	97.	88.	8.		0.0	0.3	0.4	----	252	116	109	2	18	21	44	1	43.5	32.5	29.3	----	42.5	32.0	25.2	----
30.					0.0	0.0	0.0	0.0	6	5	5	10		6	5	10	----	----	----	26.5		----	----	24.0
10.			89.	60.					2	2	10	8	1		9	7	----	----	15.6	14.0	----		15.5	13.9
19.	ALL	ALL	ALL	2.	5.0	1.0	2.9	6.7	10	19	19	19	9	20	16	22	25.6	23.2	18.9	16.7	26.8	22.4	19.0	16.4
35.	75.	95.	57.	6.					16	39	32	14	8	35	52	21	19.7	15.7	14.0	11.8	18.7	15.2	13.2	11.6
20.	85.	74.	26.	1.					27	64	124	149	14	58	161	196	21.3	18.6	16.3	13.2	18.4	16.5	14.4	13.2
16.			86.	13.					2	3	5	16	3	1	24	24	----	----	----	7.9	----	----	----	11.1
23.		ALL	91.	4.					2	9	15	9	2	21	18	16	----	18.9	15.8	13.2	----	17.4	15.7	12.9
15.			92.	42.							8	9		3	16	36			15.3	14.6		----	14.7	11.9
15.	83.	90.	91.	36.					4	12	17	9	2	9	15	13	----	17.5	16.0	11.6	----	17.9	14.9	11.4
21.	ALL	93.	59.	8.	4.9	7.5	9.7	8.1	169	166	130	59	106	144	136	97	30.1	24.4	20.0	16.3	28.3	23.1	19.5	16.2
21.	ALL	87.	65.	14.	4.7	13.1	6.7	10.5	8	25	30	23	3	13	25	21	----	23.2	18.8	16.1	----	23.1	19.1	16.5
21.	ALL	94.	86.	18.	7.1	5.8	7.8	6.4	5	31	32	27	2	17	45	39	----	23.6	19.8	16.4	----	23.2	19.3	16.1
31.					13.7	16.3	7.8	7.2	5	17	19	13	4	19	29	37	----	20.2	16.8	13.7	----	18.7	16.2	13.6
16.	73.	63.	19.	4.					21	44	27	14	5	15	31	14	----	35.0	25.9	21.5	----	34.1	26.9	21.1

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INSTCATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
ALABAMA													
Alabama Aviation & Tech.Coll		IV	3	27.7	4	32.7	18.	67.		18	3	---	---
Alabama Technical College		IV	3	26.8	4	31.7	18.	66.		37	10	27.3	24.9
Alexander City St. Jr. Coll.		IV	3	29.0	4	34.5	19.	97.	1.9	16	13	28.9	29.1
Atmore State Tech. Institute		IV	4	24.5	4	29.4	20.	11.		17	2	---	---
Bessmer State Tech. College		IV	2	30.3	3	35.9	18.	72.		32	15	30.3	30.4
Brewer State Junior College		IV	3	27.8	4	32.8	18.	81.		8	8	27.6	28.0
C.A. Fredd State Tech. Coll.		IV	2	31.3	2	37.1	19.	ALL		11	7	32.1	30.2
Carver State Tech Institute		IV	3	29.2	4	34.4	18.	ALL		12	5	---	---
Chattahoochee Val.St.Comm.C.		IV	3	28.1	4	33.2	18.	93.		23	20	28.9	27.1
Chauncey Sparks St.Tech.Coll		IV	2	30.8	2	36.6	19.	63.		14	2	---	---
Douglas MacArthur St.Tech.C.		IV	3	28.3	4	33.4	18.	87.		15	8	28.4	28.3
Enterprise State Jr. College		IV	3	27.7	4	32.7	18.	83.		27	25	29.4	25.9
Faulkner,James H.,St.Jr.Coll		IV	3	29.0	4	34.2	18.	84.		19	19	30.0	28.0
Gadsden State Junior College	1	IV	3	27.1	4	32.1	18.	92.		47	55	27.6	26.8
Geo.C.Wallace St.CC-Dothan		IV	3	29.1	4	34.5	18.	90.		52	41	29.3	29.0
Geo.C.Wallace St.CC-Selma		IV	3	28.7	4	34.0	19.	85.		32	22	30.5	26.1
Harry M.Ayers St.Tech.Coll.		IV	2	31.2	2	37.0	19.	88.		18	7	31.0	31.7
Hobson State Tech. College		IV	2	30.5	2	36.2	19.	90.		13	8	30.9	29.8
Jefferson Davis St.Jr.Coll.		IV	3	26.9	4	31.8	18.	85.		12	15	28.5	25.7
Jefferson State Junior Coll.		IV	3	29.3	3	34.9	19.	99.	1.1	62	69	30.5	28.2
J.F. Ingram St. Tech. Inst.		IV	2	30.5	2	36.2	19.	73.		35	10	30.1	31.9
John C.Calhoun St.Comm.Coll.		IV	3	27.5	4	32.6	18.	84.	1.1	77	70	28.0	27.1
J.F. Drake St. Tech. College		IV	3	29.1	4	34.3	18.	89.		14	14	27.7	30.5
John M.Patterson St.Tech.C.		IV	2	30.3	3	35.8	18.	90.		21	10	30.6	29.8
Lawson State Comm. College		IV	3	28.5	4	33.6	18.	88.		34	35	27.8	29.2
Lurleen B.Wallace St.Jr.Coll		IV	3	26.5	4	31.7	19.	88.	0.8	16	8	26.6	26.4
Muscle Shoals St.Tech.Coll.		IV	3	29.2	4	34.4	18.	83.		27	8	28.3	32.2
H.F.Munnelley St.Tech.Coll.		IV	3	27.3	4	32.2	18.	75.		16	8	27.8	26.2
Northeast Alabama St.Jr.Coll		IV	3	27.4	4	32.4	18.	85.		13	20	28.1	26.9
Northwest Ala. St. Jr. Coll.		IV	3	26.3	4	31.1	18.	86.		21	14	27.7	24.1
Northwest Ala.St.Tech.Coll.		IV	2	30.8	2	36.2	18.	91.		16	6	30.6	31.2
Opelika State Tech. College		IV	2	29.5	4	34.7	18.	96.		16	7	30.3	27.6
Patrick Henry State Jr.Coll.		IV	3	28.0	4	33.0	18.	74.		10	9	28.0	27.9
Reid State Tech. College		IV	3	27.9	4	33.2	19.	86.		9	5	---	---
S.D.Bishop State Junior Coll		IV	4	25.9	4	30.7	18.	81.		28	31	26.7	25.2
Shelton State Comm. College		IV	3	29.4	4	34.7	18.	ALL		11	8	29.6	29.1
Snead State Junior College	1	IV	3	28.3	4	33.5	18.	88.		16	17	29.7	27.0
Southern Union St. Jr. Coll.		IV	3	27.7	4	32.8	18.	86.		14	23	29.8	26.5
Southwest State Tech.College		IV	2	31.8	2	37.6	19.	ALL		21	10	31.0	33.4
Trenholm State Tech. College		IV	2	30.3	3	35.7	18.	89.		14	22	30.4	30.2
Walker College		IV	4	25.2	4	28.1	12.	47.		14	5	---	---
Walker State Tech. College		IV	3	27.9	4	32.9	18.	80.		23	17	28.1	27.6
Wallace St.Comm.Coll,Geo.C.		IV	3	26.6	4	32.3	22.	84.	8.3	27	24	26.1	27.2
ALASKA													
Anchorage Community College		IV	1*	45.0	1*	55.0	22.		1.0	82	56	45.2	44.6
Chukchi Community College		IV		----		----	---		----	3	1	---	---
Kenai Peninsula Comm.College		IV	1*	43.7	1*	53.3	22.		2.4	20	8	43.6	43.9
Kodiak Community College		IV		----		----	---		----	3	2	---	---
Kuskokwim Community College		IV	1*	55.7	1*	68.0	22.		0.2	7	5	---	---
Matanuska-Susitna Comm.Coll.		IV	1*	40.8	1*	49.9	22.		0.1	10	3	---	---
Ketchikan Community College		IV	1	39.9	1*	48.7	22.		0.6	6	2	---	---
Prince William Sound Comm.C.		IV	1	39.9	1*	48.7	22.		0.8	4	4	---	---
Islands Community College		IV	1*	40.8	1*	49.8	22.		0.0	5	2	---	---
Northwest Community College		IV	1*	55.2	1*	67.8	23.		1.1	4	2	---	---
Univ.Alaska-Rural Educ.		IV		----		----	---		----	1	1	---	---
Tanana Valley Community Coll		IV	1*	43.7	1*	53.6	23.		0.4	11	6	38.3	53.6
ARIZONA													
Arizona Western College		IV	2	29.8	3	34.8	17.		8.7	41	30	32.2	26.4

APPENDIX II	NOTES	(1) INSTITUTION CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BENASX SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
NAME OF INSTITUTION													
ARIZONA(CONTD)													
Cochise College		IV	3	27.7	4	33.0	19.		8.0	66	21	28.0	26.8
Eastern Arizona College	4	IV	2	31.0	2	37.2	20.	59.	8.7	55	14	31.6	28.5
Mohave Community College		IV	3	26.4	4	32.9	25.		17.4	29	13	26.2	27.0
Northland Pioneer College		IV	3	27.6	4	33.0	20.		9.8	33	11	28.5	24.8
Pima Community College		IV	3	28.4	4	33.6	18.		6.1	155	117	28.3	28.5
Yavapai College		IV	2	31.6	2	37.0	17.		10.9	49	19	32.2	29.9
ARKANSAS													
Southern Ark. Univ. Techn.		IV	4	23.1	4	28.2	22.		2.7	25	9	23.5	21.9
Southern Baptist College		IV	5	16.3	5	19.8	22.			9	12	17.2	15.6
CALIFORNIA													
Allan Hancock College	25	IV	2	34.5	2	41.3	20.			50	14	35.2	32.1
Antelope Valley College	25	IV	1	36.1	2	43.2	20.			41	32	37.7	34.2
Barston College	25	IV	1	35.1	2	41.8	19.			20	5	---	---
Butte College	25	IV	1	36.7	1	43.8	19.			64	25	37.3	35.1
Cabrillo College		IV	3	29.0	2	37.1	28.	88.		102	75	29.9	27.8
Cerritos College	25	IV	1*	41.7	1*	49.3	18.			132	67	43.1	39.0
Chabot College	25	IV	1	38.3	1	45.6	19.			131	51	39.3	35.7
Chaffey College	25	IV	1	35.7	2	42.7	20.			78	69	36.0	35.4
Citrus College	25	IV	1	40.4	1	47.9	19.			68	36	41.7	38.0
Coast Comm. Coll. District	25	IV	1	39.7	1	47.1	19.			282	175	40.4	38.6
College of the Canyons	25	IV	1	37.4	1	44.6	19.			20	17	40.0	34.3
Coachella Val.CC Coll.Desert	25	IV	1	35.3	2	42.2	20.			69	23	36.5	31.7
College of the Redwoods	25	IV	1	38.0	1	45.2	19.			53	21	39.0	35.4
College of The Sequoias	25	IV	1	38.6	1	45.9	19.			76	35	39.5	36.7
Compton Community College	25	IV	2	30.9	2	37.4	21.			41	23	31.0	30.9
Contra Costa Comm.Coll.Dist.	25	IV	1*	44.1	1*	51.9	18.			229	97	44.9	42.1
Cuesta College	25	IV	1	38.0	1	45.3	19.			45	18	39.5	34.5
El Camino College	25	IV	1	40.2	1	47.6	19.			181	100	41.6	37.7
Foothill-De Anza Comm.Coll.D	25	IV	1*	44.5	1*	52.4	18.			156	88	45.6	42.6
Gavilan College		IV	1	36.8	2	41.8	14.		6.5	37	25	38.5	34.3
Glendale Comm.Coll.District	25	IV	1	38.1	1	45.4	19.			81	44	38.3	37.7
Grossmont College	25	IV	1	36.1	2	43.1	20.			121	56	36.8	34.6
Hartnell Community College		IV	1	35.6	2	41.5	17.	ALL	6.0	67	33	35.6	35.6
Imperial Valley College	25	IV	2	32.2	2	38.9	21.			36	22	33.2	30.7
Kern Community College Dist.	25	IV	1	35.2	2	42.2	20.			129	57	36.1	33.3
Lake Tahoe Community College	25	IV	1	35.2	2	42.2	20.			8	5	---	---
Lassen College	25	IV	2	32.5	2	39.1	21.			31	11	33.0	30.9
Long Beach City College	25	IV	1*	42.3	1*	49.9	18.			136	68	43.1	40.7
Los Angeles Comm.Coll.Dist.	25	IV	1	38.3	1	45.6	19.			845	458	38.5	38.1
Los Rios Comm. Coll.District	25	IV	1	35.8	2	42.8	20.			364	149	36.4	34.2
Marin Community College Dist	25	IV	1	38.4	1	45.7	19.			84	47	39.2	37.0
Mendocino-Lake Comm.Col.Dist	25	IV	1	35.0	2	41.9	20.			24	8	35.2	34.3
Merced College		IV	1	35.4	2	42.1	19.			97	26	35.3	35.9
Mira Costa College	25	IV	1	39.0	1	46.3	19.			40	21	39.3	38.4
Monterey Peninsula Comm Coll	25	IV	2	34.5	2	41.4	20.			51	26	35.3	33.0
Mount San Antonio College	25	IV	1*	40.5	1	48.0	18.			152	78	41.7	38.3
Mount San Jacinto College		IV	1	35.0	2	42.6	22.	48.	6.2	26	14	35.1	34.8
Napa Valley College	25	IV	2	34.1	2	40.9	20.			42	31	35.6	32.0
North Orange County CC Dist.	25	IV	1	40.0	1	47.5	19.			268	163	41.5	37.5
Palo Verde College	25	IV	1	35.3	2	42.2	20.			6	4	---	---
Pasadena Area Comm.Coll.Dist	25	IV	1	38.5	1	45.8	19.			164	114	40.3	35.8
Peralta Community Colleges	25	IV	1	37.0	1	44.1	19.			210	87	37.1	36.6
Rancho Santiago College	25	IV	1	39.9	1	47.4	19.			133	71	41.7	36.5
Rio Hondo College	25	IV	1*	40.7	1	48.2	18.			91	56	41.0	40.0
Riverside City College	25	IV	1	37.1	1	44.3	19.			96	47	37.5	36.3
Saddleback Comm. Coll. Dist.	25	IV	1*	41.8	1*	49.4	18.			130	66	43.7	38.2
San Diego Comm. Coll. Dist.	35	IV	2	31.1	2	37.1	19.	89.		289	164	32.7	28.2
San Francisco, City Coll. of	25	IV	1	37.3	1	44.5	19.			212	97	37.8	36.3

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INSTCATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BENASX SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
CALIFORNIA(CONTD)													
San Joaquin Delta College	25	IV	1*	43.9	1*	51.8	18.			134	63	44.7	42.2
San Jose Comm. Coll. Dist.	25	IV	1	38.9	1	46.2	19.			111	71	39.6	37.8
San Mateo Comm. Coll. Disct.	25	IV	1	39.3	1	46.7	19.			203	88	39.7	38.4
Santa Barbara City College		IV	2	34.5	2	40.6	18.	82.	1.3	104	59	35.7	32.3
Santa Monica College	25	IV	1*	41.2	1*	48.8	18.			106	59	41.9	40.0
Santa Rosa Junior College	25	IV	1	39.8	1	47.2	19.			135	56	40.3	38.7
Shasta College	25	IV	1	38.2	1	45.4	19.			72	30	38.6	37.0
Sierra College	25	IV	1	37.0	1	44.1	19.			72	24	37.5	35.5
Siskiyou Joint Com.Coll.Dist		IV	1	35.1	2	41.8	19.	91.	4.7	38	9	36.0	31.6
Solano Community College	25	IV	1	38.7	1	46.0	19.			68	34	39.0	38.2
Southwestern College	25	IV	1	36.6	1	43.6	19.			96	59	37.3	35.3
State Center Comm.Coll.Dist.	25	IV	1	38.1	1	45.3	19.			180	58	38.9	35.3
Taft College	4	IV	1*	40.7	1	48.4	19.	88.	7.8	22	4	---	---
Ventura Co. Comm. Coll.Dist.	25	IV	1	36.8	1	43.9	19.			208	90	37.3	35.5
Victor Valley Comm.Coll.Dist	25	IV	2	34.1	2	40.9	20.			35	22	34.0	34.1
West Hills Comm. Coll. Dist.		IV	1	36.5	1	43.7	20.	78.	17.5	31	9	37.6	32.6
West Valley Joint C.C. Dist.	25	IV	1	39.2	1	46.6	19.			128	96	40.0	38.2
Yosemite Community Coll.Dist	25	IV	1	37.3	1	44.4	19.			160	47	37.7	35.6
Yuba College	25	IV	1	37.0	1	44.1	19.			73	28	37.8	34.7
COLORADO													
Arapahoe Community College		IV	4	24.9	4	29.0	17.		2.8	42	36	26.3	23.2
Colo. Northwestern Comm.Coll	3	IV	2	29.5	3	35.4	20.		4.0	22	7	29.2	30.7
Community College of Aurora		IV	4	24.0	4	28.1	17.		1.5	5	1	---	---
Community College of Denver		IV	4	25.6	4	29.6	16.		6.9	35	36	25.8	25.3
Northeastern Junior College		IV	4	25.5	4	30.5	19.	61.	3.3	50	11	25.5	25.9
Otero Junior College		IV	4	24.9	4	29.4	18.		1.3	16	8	25.3	23.9
Pikes Peak Community College		IV	4	24.7	4	28.9	17.		1.5	88	43	25.0	24.0
Red Rocks Community College		IV	2	33.7	2	39.3	17.			57	21	33.7	33.6
DELAWARE													
Del.Tech&Comm.Coll.-Sthrn	4	IV	2	30.8	2	39.0	26.		6.2	34	27	32.1	29.2
Del.Tech.&Comm.Coll.-Stn Wtn	4	IV	3	28.8	2	36.4	27.		6.3	50	50	29.6	28.0
Del.Tech.&Comm.Coll.-Terry	4	IV	3	28.1	3	35.5	26.		6.2	23	14	27.2	29.5
FLORIDA													
Broward Community College	124	IV	3	28.8	2	36.9	28.	69.	6.5	173	141	30.3	26.9
Lake City Community College	39	IV	4	23.4	4	29.2	25.	57.	4.0	61	23	24.0	21.9
Lake-Sumter Community Coll.		IV	4	25.6	4	30.5	19.	72.	7.1	21	15	24.7	26.8
Polk Community College		IV	5	21.8	4	27.1	25.	91.		54	41	23.6	19.4
Valencia Community College	24	IV	2	29.9	2	38.0	27.	86.	10.2	77	63	31.1	28.4
GEORGIA													
Truett McConnell College		IV	5	19.7	5	23.2	18.		7.3	11	7	20.7	18.1
HAWAII													
Honolulu Comm.Coll.-U.Hawaii	9	IV	2	29.6	3	35.8	21.	69.	7.6	77	33	30.4	27.9
Kapiolani Comm.Coll-U.Hawaii	9	IV	2	30.9	2	37.3	21.	71.	7.6	53	49	31.2	30.6
Kauai Comm.Coll.-U. Hawaii	9	IV	3	28.6	4	34.5	21.	62.	7.6	27	15	29.4	27.2
Leeward Comm.Coll.-U. Hawaii	9	IV	2	30.9	2	37.2	21.	84.	7.6	76	51	31.5	29.9
Maui Comm.College-U. Hawaii	9	IV	2	29.5	3	35.6	21.	64.	7.6	34	22	30.5	28.0
Windward Comm.Coll-U. Hawaii	9	IV	3	28.7	4	34.7	21.	72.	7.6	19	13	27.5	30.4
IDAHO													
North Idaho College		IV	3	27.0	4	33.3	23.	67.	2.2	54	25	27.6	25.8
ILLINOIS													
Belleville Area College		IV	2	34.6	2	39.5	14.	92.	9.7	79	31	36.0	30.8
Carl Sandburg College		IV	5	20.4	5	23.1	13.	75.	7.6	30	27	22.2	18.4
Chicago College of Commerce		IV	5	18.5	5	21.7	17.		4.6	2	6	---	---
College of Lake County		IV	1	35.0	2	39.9	14.	95.	8.6	100	56	35.1	34.7
Danville Area Comm. College		IV	3	26.6	4	30.2	14.	91.	5.6	34	23	29.0	22.9
Elgin Community College		IV	2	31.1	2	36.8	18.	78.	9.1	57	30	31.1	31.2
Harrington Inst.Int. Design		IV	3	27.3	4	27.3	0.		11.1	8	5	---	---
Highland Community College		IV	3	28.3	4	32.9	16.	77.	7.0	31	8	28.5	27.7

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INSTITUTIONAL CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
ILLINOIS(CONTD)													
Illinois Eastern Comm.Colls.	47	IV	4	23.3	5	26.0	12.	74.	7.0	80	40	23.8	22.4
John A. Logan College		IV	3	29.4	4	34.1	16.	79.	2.5	34	22	31.0	26.9
Kankakee Community College		IV	4	25.8	4	29.6	15.	81.	8.8	31	21	27.0	24.0
Kaskaskia College		IV	4	25.9	4	30.4	17.	85.	6.1	43	18	27.3	22.7
Lake Land Community College		IV	3	26.3	4	31.3	19.	86.	6.9	60	26	27.5	23.6
Lincoln College	48	IV	5	20.6	5	26.1	27.	26.	11.2	40	14	20.7	20.3
McHenry County College		IV	2	30.0	2	36.8	23.	93.	7.2	33	12	30.9	27.5
Moraine Valley Comm. College		IV	2	29.8	3	35.2	18.	96.	8.5	101	66	30.6	28.6
Morton College		IV	2	33.0	2	37.5	14.	88.	7.1	32	25	33.6	32.1
Parkland College		IV	2	33.4	2	38.4	15.	91.	8.0	89	70	34.3	32.2
Rock Valley College		IV	2	30.3	3	35.2	16.		9.2	103	36	31.2	27.7
Saint Augustine College		IV		----		----	---		----	1	3	---	---
Springfield Coll.in Illinois		IV	5	19.4	5	22.3	15.	69.	6.0	6	10	19.9	19.1
State Community College		IV	4	24.6	4	27.7	13.	95.	6.0	15	26	27.4	22.9
Triton College		IV	1	35.0	2	39.9	14.	89.	10.2	149	83	37.3	30.8
IOWA													
Des Moines Area Comm. Coll.	19	IV	4	24.9	4	30.8	24.		5.5	130	83	25.7	23.7
Indian Hills Community Coll.		IV	5	22.1	5	26.0	18.		8.1	80	44	23.2	20.1
Iowa Lakes Community Colls.	53	IV	4	22.5	5	26.9	19.		4.3	52	17	23.6	19.3
North Iowa Area Comm.College		IV	3	29.4	3	34.8	18.	11.	8.6	56	20	30.4	26.5
Western Iowa Tech.Comm.Coll.		IV	4	22.8	4	27.2	19.		7.2	46	18	21.4	26.2
KANSAS													
Allen County Community Coll.		IV	4	25.5	4	28.7	13.	72.	2.8	19	6	27.8	18.2
Barton County Community Coll		IV	4	24.4	4	29.1	19.		7.4	32	35	27.1	21.9
Butler County Community Coll		IV	4	24.2	4	29.4	21.	78.	3.8	44	37	27.0	20.9
Central College		IV	5	16.1	5	21.1	31.		5.8	12	5	---	---
Coffeyville Community Coll.		IV	4	22.7	4	27.1	19.	94.		24	8	24.0	18.9
Colby Community College		IV	4	23.1	5	26.6	15.	20.	5.2	29	12	23.7	21.8
Cowley County Comm. College		IV	4	25.8	4	31.6	22.		4.0	26	7	26.2	24.2
Hesston College		IV	5	17.6	5	20.9	19.		9.4	15	10	18.3	16.6
Hutchinson Community College	3	IV	3	27.4	4	31.9	17.	82.	5.9	64	29	28.3	25.5
Johnson County Comm. College		IV	2	32.3	2	37.7	17.		7.8	85	75	33.5	30.9
Kansas City Kans. Comm.Coll.		IV	3	28.7	4	33.7	17.		3.4	48	54	30.5	27.1
Neosho County Comm. College		IV	4	24.2	4	29.2	21.		5.1	21	12	25.2	22.4
Seward County Comm. College	4	IV	4	25.6	4	28.9	13.		6.3	24	13	26.2	24.3
KENTUCKY													
Midway College		IV	5	18.7	5	21.9	17.		9.1	6	21	19.5	18.5
Saint Catharine College		IV	5	16.6	5	18.4	11.	8.		6	6	17.1	16.1
MICHIGAN													
Grand Rapids Junior College		IV	2	34.9	2	43.2	24.	94.	10.8	140	67	36.0	32.7
Mid Michigan Community Coll.		IV	4	25.4	4	32.8	29.		7.7	26	11	26.0	24.0
Montcalm Community College		IV	3	29.4	2	37.7	28.	96.	3.1	17	8	30.5	27.1
Schoolcraft College	3	IV	1	35.8	1	47.1	32.		5.1	84	37	36.1	35.3
Suomi College		IV	4	25.7	4	32.5	27.	23.	8.2	11	19	28.3	24.1
West Shore Community College		IV	3	28.4	3	34.9	23.		6.0	15	11	29.5	26.8
MINNESOTA													
Anoka Ramsey Community Coll.		IV	2	31.5	2	40.3	28.		5.0	41	20	32.4	29.5
Austin Community College		IV	2	33.7	2	42.9	27.		4.8	21	5	---	---
Bethany Lutheran College		IV	5	18.5	5	23.5	27.	65.	7.2	13	4	---	---
Brainerd Community College		IV	2	30.3	2	39.0	29.		4.4	20	5	---	---
Fergus Falls Community Coll.		IV	2	31.9	2	40.8	28.		4.8	11	6	32.6	30.6
Hibbing Community College		IV	3	26.7	4	34.7	30.		6.3	17	13	29.7	22.7
Inver Hills Community Coll.		IV	2	31.3	2	40.1	28.		5.9	38	18	31.6	30.5
Itasca Community College		IV	2	30.6	2	39.3	28.		6.5	19	11	31.3	29.3
Lakewood Community College		IV	2	32.4	2	41.4	28.		4.6	50	20	33.1	30.7
Mesabi Community College		IV	2	31.1	2	39.9	28.		4.5	21	7	33.3	24.7
Minneapolis Community Coll.		IV	2	31.6	2	40.4	28.		5.1	29	30	32.7	30.5
Normandale Community College		IV	2	31.4	2	40.2	28.		4.8	67	44	32.8	29.1

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
MINNESOTA(CONTD)													
North Hennepin Comm. College		IV	2	32.0	2	40.9	28.		4.6	40	29	33.1	30.4
Northland Community College		IV	2	31.4	2	40.2	28.		4.5	13	4	---	---
Rainy River Community Coll.		IV	3	27.1	3	35.2	30.		5.4	16	7	28.8	23.1
Rochester Community College		IV	2	31.0	2	39.8	28.		5.0	49	31	33.4	27.1
Vermillion Community College		IV	2	31.0	2	39.8	28.		7.9	14	5	---	---
Willmar Community College		IV	2	30.7	2	39.4	28.		5.5	22	4	---	---
Worthington Community Coll.		IV	2	31.2	2	40.0	28.		4.7	17	4	---	---
MISSISSIPPI													
Coahoma Junior College		IV	5	17.8	5	21.4	20.			63		---	
Copiah-Lincoln Junior Coll.		IV	5	19.4	5	23.2	20.			72		---	
East Central Junior College		IV	5	18.8	5	22.6	20.			46		---	
East Mississippi Junior Coll		IV	5	18.8	5	22.5	20.			58		---	
Hinds Junior College	66	IV	5	21.2	5	25.5	20.			354		---	
Holmes Junior College		IV	5	19.4	5	23.3	20.			78		---	
Itawamba Junior College		IV	5	21.1	5	25.3	20.			107		---	
Jones County Junior College		IV	4	24.2	4	29.0	20.			109		---	
Meridian Junior College		IV	5	21.9	5	26.2	20.			93		---	
Miss. Delta Junior College		IV	5	21.7	5	26.0	20.			90		---	
Miss. Gulf Coast Junior Coll	67	IV	4	22.7	4	27.3	20.			137	121	22.7	22.8
Northeast Miss. Junior Coll.		IV	5	21.9	5	26.3	20.			110		---	
Northwest Miss. Junior Coll.		IV	5	21.9	5	26.3	20.			158		---	
Pearl River Junior College		IV	5	19.8	5	23.7	20.			93		---	
Southwest Miss. Junior Coll.		IV	5	20.6	5	24.8	20.			44		---	
Wood Junior College		IV	5	15.7	5	17.7	13.		9.8	2	13	---	---
MISSOURI													
Kemper Military School &Coll		IV		----		----	---			1	1	---	---
Three Rivers Comm. College	5	IV	5	20.2	5	23.4	16.	47.	0.0	29	28	22.1	18.2
Trenton Junior College		IV	5	20.7	5	23.6	14.	50.	11.3	10	14	22.9	19.2
MONTANA													
Flathead Valley Comm. Coll.		IV	3	28.7	4	33.0	15.	84.	6.5	25	6	28.8	28.3
Miles Community College		IV	4	25.3	4	31.1	23.		4.2	12	9	25.8	24.7
NEBRASKA													
McCook Community College	26	IV	5	22.2	4	27.2	23.	91.	0.0	18	4	---	---
Metropolitan Tech.Comm.Coll.	69	IV	4	22.8	4	28.5	25.		7.3	52	49	23.1	22.5
Mid Plains Nebr.Tech.CC Area	122	IV	4	24.9	4	30.6	23.	ALL		50	22	25.0	24.8
Northeast Tech. Comm.College		IV	5	21.9	4	27.6	26.		3.9	60	14	22.4	20.1
Southeast Community College	70	IV	5	21.4	5	26.4	23.		5.9	143	75	22.0	20.3
Western Tech.Comm.Coll. Area	71	IV	4	23.1	4	28.7	24.		4.4	54	17	24.0	20.2
NEVADA													
Western Nevada Comm. College	4	IV	2	31.4	2	36.3	16.	61.	7.5	24	14	33.9	27.1
NEW MEXICO													
Northern N.Mex.Comm.College		IV	5	20.4	5	25.3	24.	53.	4.0	27	13	20.4	20.4
NORTH CAROLINA													
Bladen Technical College		IV	5	19.4	5	23.9	24.		5.2	9	7	18.9	20.0
Blue Ridge Technical College		IV	4	23.3	4	28.3	22.		5.7	23	12	24.0	21.9
Brunswick Technical College	84	IV	5	20.9	5	25.4	22.			9	10	21.4	20.3
Carteret Technical College	1	IV	5	20.8	5	25.3	22.		7.8	16	16	20.9	20.7
Fayetteville Technical Inst.		IV	4	24.0	4	29.2	22.			99	71	25.9	21.4
Halifax Community College		IV	5	20.5	5	25.4	24.		5.2	18	26	20.1	20.8
Haywood Technical College		IV	5	21.9	5	26.8	22.		5.6	34	17	21.7	22.3
Isothermal Community College		IV	5	21.9	5	26.7	22.			28	24	23.6	19.9
Johnston Technical College		IV	5	19.7	5	24.0	22.			62	37	20.3	18.8
Lees-McRae College		IV	5	19.6	5	23.0	17.	20.	2.5	20	15	20.4	18.4
McDowell Technical College		IV	5	20.0	5	24.5	22.		5.3	15	8	19.9	20.4
Mayland Technical College		IV	5	20.6	5	25.1	22.		7.7	16	10	21.0	19.9
Mitchell Community College		IV	5	21.2	5	25.8	22.		5.3	23	20	21.5	20.9
Montreat-Anderson College		IV	5	21.5	5	25.8	20.	42.	6.4	15	4	---	---
Nash Technical Institute		IV	4	23.2	4	28.3	22.			21	12	23.8	22.3

APPENDIX II	NOTES	(1) INSTCATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BENAS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
NAME OF INSTITUTION													
NORTH CAROLINA(CONTD)													
Piedmont Technical College		IV	5	19.3	5	24.1	25.			21	15	19.3	19.2
Richmond Technical College		IV	4	24.0	4	29.0	21.			16	18	24.2	23.8
Southeastern Community Coll.		IV	5	19.9	5	24.3	22.		5.0	23	29	20.9	19.1
Tri-County Community College		IV	5	18.7	5	22.9	23.		5.1	19	6	18.6	19.0
Vance-Granville Comm.College		IV	4	22.7	4	27.6	22.		10.4	25	27	22.6	22.8
Wayne Community College		IV	4	23.0	4	28.0	22.		6.3	51	39	23.7	22.1
NORTH DAKOTA													
Bismarck Junior College		IV	3	29.4	2	36.3	23.	80.	4.0	63	20	30.2	26.8
Lake Region Community Coll.		IV	4	22.5	4	28.4	26.		4.2	16	6	23.2	20.7
North Dakota St.Sch.of Sci.		IV	3	27.8	4	34.5	24.	74.	4.0	130	29	27.8	27.9
North Dakota St.U.-Bottineau		IV	4	26.1	4	32.3	23.	59.	4.6	17	5	---	---
Univ. of N. Dak.-Wilstn Ctr.		IV	3	26.8	4	33.0	23.	52.	4.7	20	9	28.2	23.8
OHIO													
Cincinnati Technical College	87	IV	3	26.6	4	34.0	28.	46.	11.7	74	42	27.6	24.7
Columbus Technical Institute		IV	4	25.1	4	29.4	17.	41.	6.1	102	71	24.9	25.5
Cuyahoga Comm. College Dist.		IV	1	36.8	1	46.0	25.	84.	7.0	186	118	39.0	33.3
Marion Technical College		IV	4	25.1	4	30.3	21.		2.7	13	22	26.0	24.5
OKLAHOMA													
Connors State College		IV	4	24.8	4	27.9	12.		0.0	26	15	24.8	24.7
Eastern Oklahoma State Coll.		IV	3	27.0	4	31.6	17.	60.	5.3	32	18	27.2	26.8
Rose State College		IV	4	25.3	4	29.3	16.	77.	0.0	79	62	25.7	24.9
Saint Gregory's College		IV	5	21.4	5	23.7	11.	67.		8	4	---	---
Sayre Junior College		IV	4	24.3	4	27.5	13.	91.	1.0	6	5	---	---
Seminole Junior College		IV	4	24.8	4	28.5	15.		0.0	27	13	25.5	23.3
OREGON													
Clackamas Community College		IV	3	28.4	2	37.8	33.	88.	5.3	89	67	28.7	27.9
SOUTH CAROLINA													
Aiken Technical College		IV	4	24.1	4	28.8	19.		3.5	26	13	25.1	22.2
Anderson College		IV	4	23.2	4	28.0	20.	80.		25	21	24.5	21.7
Beaufort Technical College		IV	5	21.4	5	25.6	20.		3.5	22	21	21.8	21.0
Chesterfield-Marlboro Tech C		IV	4	25.8	4	30.6	19.			14	10	28.0	22.7
Clinton Junior College		IV	5	6.8	5	7.7	13.			5	4	---	---
Denmark Technical College		IV	5	20.2	5	24.2	20.		3.6	22	11	20.1	20.4
Florence-Darlgtn. Tech.Coll.		IV	4	23.9	4	28.7	20.		3.5	47	43	25.1	22.7
Greenville Technical College		IV	4	23.1	4	27.5	19.			104	87	23.3	22.7
Horry-Georgetown Tech. Coll.	97	IV	4	22.5	5	26.8	19.			32	20	22.9	21.8
Midlands Technical College	98	IV	4	24.4	4	28.9	19.			96	95	26.1	22.6
Orangeburg Calhoun Tech.Coll		IV	5	22.2	5	26.5	19.		3.5	28	29	23.4	21.0
Piedmont Technical College		IV	5	22.0	5	26.1	18.			43	21	22.8	20.4
Spartanburg Methodist Coll.		IV	4	22.7	5	25.8	14.	57.		11	12	23.0	22.3
Spartanburg Technical Coll.		IV	4	22.6	5	26.9	19.			43	35	23.7	21.3
Sumter Area Tech. College	1	IV	5	21.7	5	26.1	20.		8.0	26	27	22.0	21.5
Tri-County Technical College		IV	4	22.6	5	26.9	19.			53	30	23.2	21.5
Trident Technical College	100	IV	2	30.4	2	36.2	19.			73	47	31.6	28.6
York Technical College		IV	4	23.0	4	27.5	19.			35	41	24.9	21.5
TENNESSEE													
Tomlinson College	101	IV	5	19.7	5	23.3	18.	55.	5.0	7	4	---	---
TEXAS													
Austin Community College	102	IV	4	26.0	4	29.6	14.		0.0	115	101	25.7	26.3
El Paso Co.Com.Coll.District	103	IV	4	25.9	4	29.5	14.	53.	0.0	139	106	26.6	24.9
Galveston College		IV	3	27.8	4	33.3	20.	81.		24	28	27.8	27.8
Hill Junior College	1	IV	4	23.4	5	26.5	13.	51.		25	12	23.8	22.4
Howard County Junior Dist.		IV	4	25.7	4	30.6	19.			28	35	25.5	25.9
Midland College		IV	1	38.7	1	46.0	19.		0.0	62	26	39.2	37.5
North Harris Co. Coll. Dist.	121	IV	2	31.2	3	36.0	15.	72.	5.8	98	96	32.1	30.4
Paris Junior College	1	IV	4	22.6	4	27.6	22.	67.	0.0	37	36	22.9	22.3
San Jacinto College	104	IV	2	29.8	3	35.1	18.			160	145	30.4	29.2
Texas Southmost College	29	IV	3	27.1	4	32.6	20.			153		---	

APPENDIX II	NOTES	(1) INSTCATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BENASX SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
NAME OF INSTITUTION													
TEXAS(CONTD)													
Texas State Tech.Inst.-Swter		IV	3	26.3	4	31.4	20.		0.0	38	11	26.8	24.2
Texas State Tech.Inst.-Waco		IV	4	22.7	4	28.5	26.		0.0	302	35	22.9	20.6
Trinity Valley Comm. College	106	IV	3	26.9	4	32.8	22.		4.7	74	50	26.8	27.1
UTAH													
College of Eastern Utah		IV	4	25.7	4	33.2	29.	44.	7.1	37	17	27.0	23.0
Utah Tech. College at Provo	3	IV	3	26.6	3	34.8	31.	61.	0.7	120	43	27.1	25.1
VIRGINIA													
Southern Seminary Jr. Coll.		IV	5	19.0	5	21.6	13.		7.2	7	9	18.8	19.2
WASHINGTON													
Centralia College	1	IV	3	27.2	4	34.1	25.	80.	0.0	39	12	27.2	27.1
Columbia Basin College		IV	3	28.3	3	35.0	24.	77.	3.0	61	26	29.0	26.7
Grays Harbor College		IV	3	28.3	3	35.1	24.	80.	2.5	31	9	28.5	27.7
Lower Columbia College		IV	4	25.5	4	31.4	23.	79.	2.9	50	22	26.1	24.0
Peninsula College		IV	2	29.8	2	36.9	24.	89.	3.5	31	7	30.1	28.0
Pierce College	123	IV	3	26.7	4	32.8	23.	63.		66	36	27.7	24.7
Seattle Comm. Coll. District	109	IV	3	28.6	3	35.4	24.	82.	3.0	188	104	29.4	27.1
Skagit Valley College		IV	3	26.3	4	32.5	24.	53.	3.0	49	28	27.5	24.0
South Puget Sound Comm.Coll.		IV	4	26.0	4	32.5	25.	74.	0.2	30	20	26.2	25.8
Tacoma Community College	23	IV	2	32.0	2	39.7	24.	74.	3.1	45	20	32.3	31.2
Washington St.Comm.Coll.Dist	111	IV	3	26.8	4	33.3	24.	86.	3.0	228	102	27.2	26.0
Wenatchee Valley College		IV	3	27.2	4	33.8	24.	77.	4.8	38	15	27.3	27.1
WISCONSIN													
District One Tech. Institute		IV	2	30.9	2	39.6	28.			100	59	30.9	30.8
Mid-State Technical Inst.		IV	2	29.6	2	36.1	22.		6.4	46	37	30.4	28.6
Milwaukee Area Tech. College	119	IV	1	35.6	1	45.9	29.		6.6	359	225	35.3	36.1
Waukesha County Tech. Inst.		IV	2	33.6	2	43.0	28.		14.0	103	43	33.6	33.5
WYOMING													
Casper College		IV	3	27.5	4	34.6	26.	66.	0.0	85	49	28.2	26.3
MICRONESIA													
Community Coll. Micronesia		IV	5	11.8	5	12.6	6.		0.0	15	14	12.2	11.5

NOTES TO APPENDIXES I AND II

For the purpose of this survey, 12-month salaries are converted to a standard academic-year basis. A factor of 9/11 or 81.8 percent is used except when an institution has a different formula. The first twenty-four footnotes are used to indicate which formula has been used for specific institutions.

1. A factor of 75.0
2. A factor of 76.9
3. A factor of 80.0
4. A factor of 83.3
5. A factor of 85.7
6. A factor of 90.0
7. A factor of 86.0
8. A factor of 95.0
9. A factor of 85.5
10. A factor of 86.4
11. A factor of 86.9
12. A factor of 90.9
13. A factor of 79.2
14. A factor of 87.5
15. A factor of 91.7
16. A factor of 66.7
17. A factor of 72.2
18. A factor of 76.6
19. A factor of 78.0
20. A factor of 78.1
21. A factor of 82.2
22. A factor of 83.0
23. A factor of 83.4
24. A factor of 85.0
25. Salary data obtained from the chancellor's office, California Community Colleges. Benefits estimated by Maryse Eymonerie.
26. Salary negotiations were still under way at time of submission. Data therefore, do not reflect the 1986-87 increase.
27. Fringe benefits have been estimated based on information provided for the 1985-86 annual survey.
28. The retirement component does not include the contribution made for unfunded retirement liability.
29. The data shown under *men* include data for both men and women combined.
30. The overall compensation also includes a portion of the employee's contribution to the Federal Social Security Program which is paid by the state (5.85 percent of first $16,500).
31. *University of Montevallo*—Data include only faculty with 9-month contracts.
32. *University of South Alabama*—Data also include the Baldwin County campus.
33. *California State University System*—The footnote number assigned in the 1985-86 Annual Report was erroneous. The number should have been 28 instead of 26. The 1985-86 salary increase was, indeed, reflected in the data presented. For both the 1985-86 and 1986-87 surveys, the retirement component does not include the contributions made toward the retirement plan's unfunded liability.
34. *Loyola Marymount University*—Data also include the Loyola Law School. Fringe benefits estimated and based on 1985-86 rates.
35. *San Diego Community College District*—Data include San Diego City, San Diego Mesa, and San Diego Miramar Colleges.
36. *Colorado Mountain College*—Data also include Spring Valley, Alpine, and Timberline campuses.
37. *Embry-Riddle Aero University*—Data apply to the Daytona Beach campus only.
38. *Indian River Community College*—Salary data reflect a 7 percent increase over 1985-86. Fringe benefits have been estimated.
39. *Lake City Community College*—Salaries for 12-month and 11-month contracts were converted to standard academic-year basis using 81.8 and 90.0 percent, respectively.
40. *University of South Florida*—Data also include St. Petersburg, Sarasota, and Ft. Myers campuses.
41. *University of Miami*—Data also include RSMAS, Virginia Key, and Miami campuses.
42. *Mercer University*—Data also include the Pharmacy School, the School of Nursing, the School of Business, and the College of Arts and Sciences in Atlanta.
43. *Idaho State University*—Data also include the Vocational-Technical Education faculty.
44. *City Colleges of Chicago*—Data include all eight campuses.
45. *Concordia College (Ill.)*—Benefits estimated and based on data provided by institution.
46. *Illinois Benedictine College*—Data also include faculty from George Williams College which recently closed its doors.
47. *Illinois Eastern Community Colleges*—Data include Frontier Community, Lincoln Trail, Olney Central, and Wabash Valley Colleges.
48. *Lincoln College (Ill.)*—Data also include Pontiac, Dwight, and Logan Correctional Facilities campuses.
49. *National College of Education*—Data include campuses in Evanston, Chicago, Lombard in Illinois, St. Louis, Mo., Milwaukee, Wis., and McLean, Va.
50. *Ray College of Design*—Data include both the Chicago and Woodfield campuses.
51. *Indiana Vocational Technical Colleges*—Data include all thirteen campuses.
52. *University of Indianapolis*—Formerly known as Indiana Central University.
53. *Iowa Lakes Community College*—Data include both the Emmetsburg and Estherville campuses.
54. *Northern Kentucky University*—Data do not include the Chase College of Law.
55. *University of Kentucky Community Colleges*—Data include nine campuses.
56. *Louisiana State University and Agricultural & Mechanical College*—Data also include the Center for Agricultural Science & Rural Development, and the Law School.
57. *Charles County Community College*—Data also include the Smallwood Village Center, the College at St. Mary's County and Calbert County.
58. *Garrett Community College*—Data also include the Oakland Center.
59. *Montgomery College*—Data include the Germantown, Rockville, and Takoma campuses.
60. *Peabody Institute of Johns Hopkins University*—Data apply only to the faculty in the Conservatory.
61. *University of Baltimore*—Data include the Yale Gordon College of Liberal Arts and the School of Business.
62. *North Shore Community College*—Data include Beverly and Lynn campuses.
63. *Northeastern University*—Fringe benefits include tuition payments which have been estimated.
64. *Southeastern University*—Data do not reflect the 1986-87 increase estimated at about 6 percent which was still under negotiation at time of submission.
65. *Tufts University*—Data include the Fletcher School of Law and Diplomacy, the Dental School, the School of Veterinary Medicine, and the College of Arts and Sciences.
66. *Hinds Junior College*—Data also include faculty from Utica Junior College.
67. *Mississippi Gulf Coast Junior College*—Data include Perkinston, Jefferson Davis, Jackson County, George County, Harrison County, Keesler, West Harrison County Center campuses.
68. *Carroll College*—Data apply to lay faculty only.
69. *Metropolitan Technical Community College*—Data also include Fort Omaha, Elkhorn Valley, and South Omaha campuses.
70. *Southeast Community College*—Data include Beatrice, Lincoln, and Milford campuses.
71. *Western Technical Community College Area*—Data include Nebraska Western College at Scottsbluff and Western Nebraska Technical College at Sidney.
72. *Fairleigh Dickinson University*—Data include Rutherford, Teaneck, Edward Williams, and Florham Madison campuses.
73. *Alfred University*—Data also include the New York School of Ceramics at Alfred.
74. *Columbia University*—Data do not include Applied Science faculty.
75. *Cornell University (Endowed Colleges)*—Data include the College of Architecture, Art and Planning, Arts and Sciences, Engineering, the School of Hotel Administration, the Law School, the Johnson Graduate School of Management, and Africana Studies & Research Center.
76. *Cornell University (Statutory Colleges)*—Data include Agricultural and Life Sciences, Human Ecology, Industrial and Labor Relations, and Veterinary Medicine.
77. *Fordham University*—Data also include Rose Hill, Bronx; Lincoln Center, Manhattan; and Marymount, Tarrytown campuses.
78. *Friends World College*—Data include Huntington, N.Y.; Kyoto, Japan; London, England; Bangalore, India; San Jose, Costa Rica; Jerusalem, Israel; and Machakos, Kenya campuses.
79. *Jamestown Community College*—Data include Jamestown and Cattarangus County campuses.
80. *Marist College*—Average salary and average compensation by

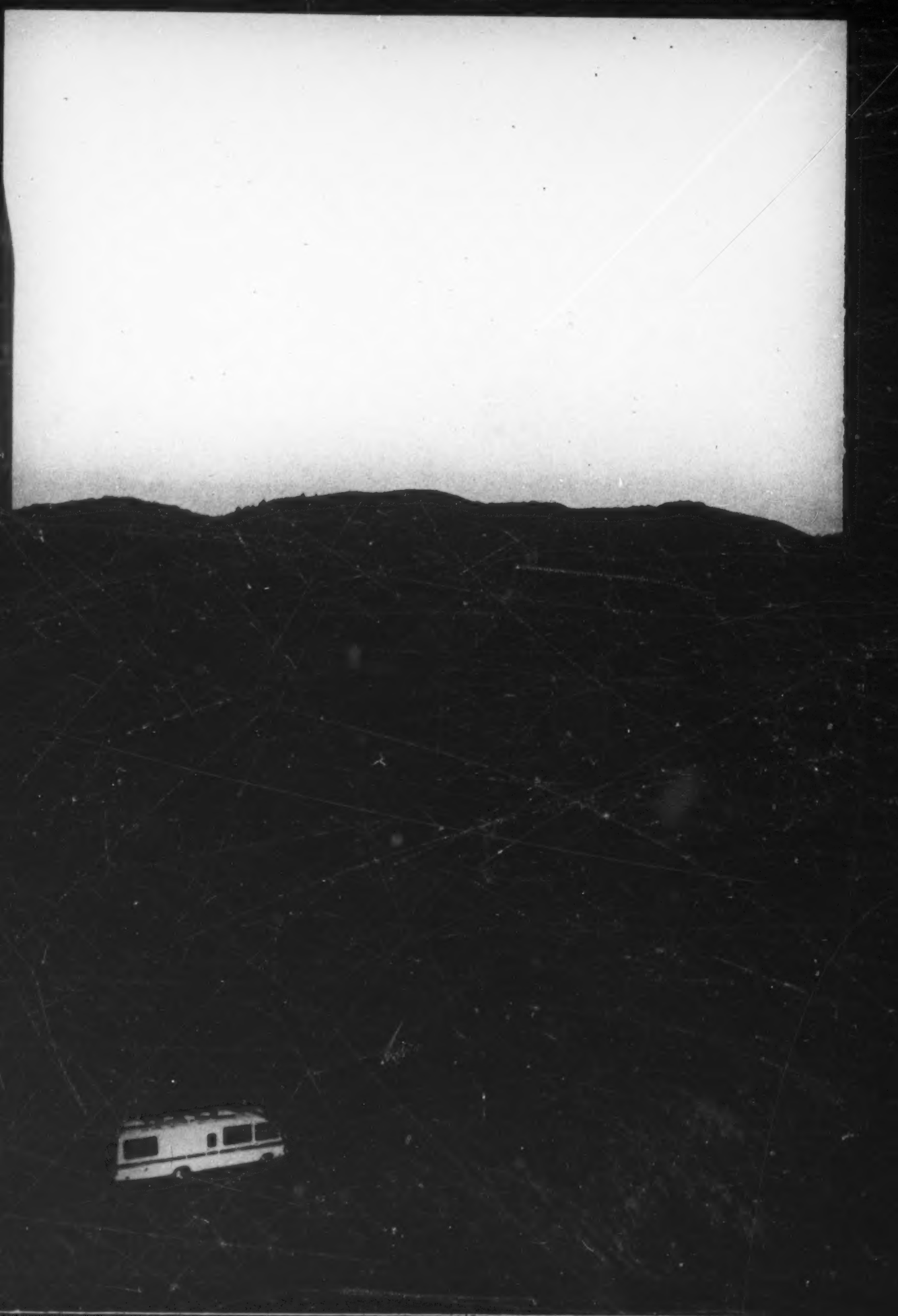
rank and for all ranks combined include an additional bonus of 2 percent not reflected in the percentage increases shown in column (8).

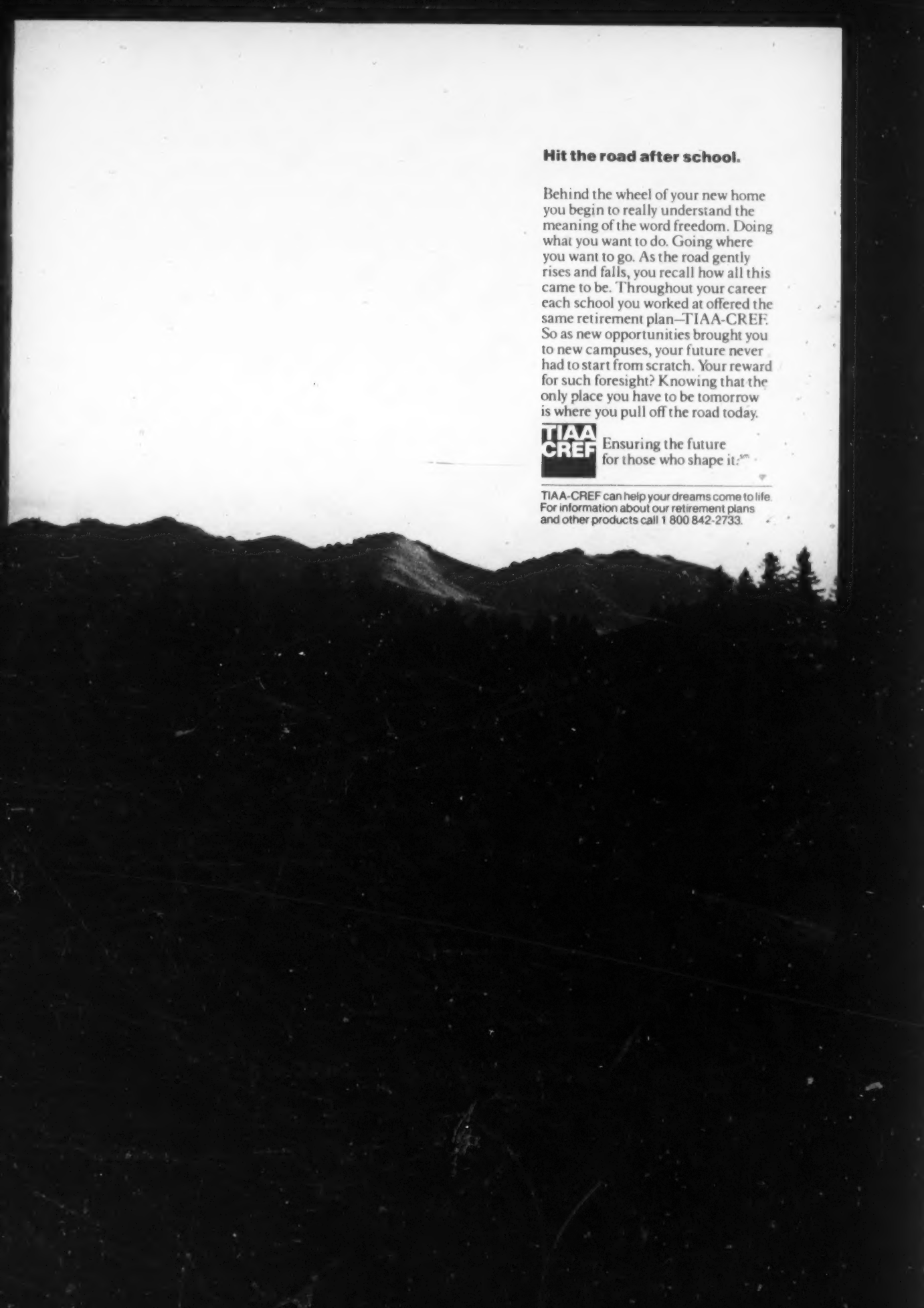
81. *New York Institute of Technology*—Data include the Old Westbury and Central Islip campuses, and Metropolitan Center.
82. *Pace University*—Data include New York, Pleasantville, and White Plains campuses.
83. *Syracuse University*—Data also include Mid-Hutton, Endicott-Oswego, Rome-Griffiss Graduate Center Branches.
84. *Brunswick Technical College*—Data also include the Brunswick Technical College Annex at Southport.
85. *Antioch University*—Data also include Antioch College, Antioch Philadelphia, Antioch Law School, Antioch New England, and Antioch West.
86. *Athenaeum of Ohio*—Data apply to lay faculty only.
87. *Cincinnati Technical College*—The 1985–86 average salary for *men* and *all combined* (i.e., men and women) published in the 1986 March–April issue should have been 24,1 and 23,8 rather than 35,5 and 31,5, respectively.
88. *Hebrew Union College*—Data include New York, Cincinnati, and Los Angeles campuses. Because Hebrew Union-Jewish Institute of Religion, which is predominantly a graduate institution, has a very substantial portion of its faculty at the full professor level at the top of the scale, average salary and average compensation figures reflect an upward skewing for this institution which can be deceptive.
89. *Lourdes College*—Data apply to lay faculty only.
90. *University of Cincinnati*—Data reflect the 1986–87 salary increases. The 2 percent merit pool, however, has been distributed across-the-board because final data were not available at time of submission.
91. *Clarion University*—Data also include the Venango campus. See footnote 28.
92. *Indiana University*—Data also include the Armstrong and Punxsutawney campuses. See footnote 28.
93. *Pennsylvania State University (IIA Campuses)*—Data include Behrend, and Capital Colleges and the King of Prussia Graduate Center.
94. *Pennsylvania State University (III Campuses)*—Data include Allentown, Altoona, Beaver, Berks, Delaware, DuBois, Fayette, Hazleton, McKeesport, Mont Alto, New Kensington, Ogontz, Schuylkill, Shenango Valley, Wilkes-Barre, Worthington Scranton, and York campuses.
95. *Roger Williams College*—Data include the campuses at Providence and Bristol.
96. *University of Rhode Island*—Data also include the Narragansett Bay campus.
97. *Horry-Georgetown Technical College*—Data include the Conway and Georgetown campuses. Benefits have been estimated based on data provided for the 1985–86 survey.
98. *Midland Technical College*—Data also include the Airport, Beltline, and Harbison campuses.
99. *North Greenville College*—Data also include Greer, Greenville and Simpsonville Centers.
100. *Trident Technical College*—Data also include the Berkeley Trident and Palmer Trident campuses. Benefits have been estimated based on data provided for the 1985–86 survey.
101. *Tomlinson College*—Average salary level reflects an estimated 5 percent increase over 1985–86.
102. *Austin Community College*—Data include Austin, Rio Grande, Ridgeview, Central and Riverside campuses.
103. *El Paso County Community College District*—Data include El Paso, Valley Verde, Rio Grande, and Transmountain campuses.
104. *San Jacinto College*—Data include San Jacinto Central, San Jacinto North, and San Jacinto South campuses.
105. *Sul Ross State University*—Data also include Alpine and Uvalde Study Centers. A factor of 75.0 was used to convert 12-month salaries. See footnote 30.
106. *Trinity Valley Community College*—Formerly known as Henderson County Junior College. Data include the Athens, Henderson, Anderson, Kaufman County Colleges, Health Science Center and TDC campuses.
107. *Norwich University*—Data also include the Military College of Vermont and Vermont College.
108. *Washington and Lee University*—Data do not include the Law School.
109. *Seattle Community College District*—Data include Seattle Central, North Seattle, and South Seattle Community Colleges.
110. *University of Puget Sound*—Data do not include the Law faculty.
111. *Washington State Community College District*—Data include Spokane, Spokane Falls Community Colleges and the Institute for Extended Learning.
112. *West Virginia University*—Salary data reported for 1986–87 reflect a change in institutional policy for reporting faculty salaries. Data now represent contractual salaries and exclude supplements for 9-month faculty with summer research initiatives, summer teaching assignments, etc.
113. *University of Wisconsin (Madison and University Wide Centers)*—Data reflect special salary adjustments at full value averaging 4.5 percent which were effective in November 1986.
114. *University of Wisconsin (Milwaukee)*—Data reflect special salary adjustments at full value averaging 3.6 percent which were effective in November 1986.
115. *University of Wisconsin (Campuses other than those listed in footnotes 113 and 114)*—Data reflect special salary adjustments at full value averaging 3.0 percent which were effective in November 1986.
116. *Catholic University of Puerto Rico*—Data include the Ponce campus, Arecibo, Guayama and Mayaguez Branches and Coamo and Castaner Extensions.
117. *Inter American University of Puerto Rico*—Data also include Metropolitan and San German campuses, School of Law, Bayamon University College, Regional Colleges at Agusdella, Arecibo, Barranquitas, Fajardo, Guayama, and Ponce.
118. *State of New York System*—The percentage increases in salary for continuing faculty represent the increments from 1984–85 to 1986–87. Both the salary and compensation levels, however, only include the increase from 1985–86 to 1986–87.
119. *Union County College (N.J.)*—Data include Cranford, Elizabeth, Scotch Plains, and Plainfield campuses.
120. *Rutgers State University*—The average salary levels published in the 1985 March–April issue did not include the 1984–85 increase. The averages should have been: *Main campus* 51.2, 35.6, 27.1, 20.5, and 37.8; *Newark campus* 51.9, 37.5, 28.9, 22.3, and 38.9; *Camden campus* 52.9, 36.7, 26.2, 23.0, and 35.5 for professor, associate professor, assistant professor, instructor, and all ranks combined, respectively. See footnote 10.
121. *North Harris County College District*—Data include the North, South, and East campuses.
122. *Mid-Plains Nebraska Technical Community College District*—Data include Mid-Plains Community Colleges Voc-Tech and McDonald-Belton campuses, and McCook Community College.
123. *Pierce College*—Formerly known as Fort Steilacoom Community College.
124. *Broward Community College District*—Data include Fort Lauderdale, Davie, Pompano Beach, and Hollywood campuses.
125. *University of Massachusetts—Amherst*—Salary levels do not include a 3 percent merit pool. Major fringe benefits do not include the dollar value of tuition waivers. Also, see footnote 28.

APPENDIX III

Preclinical Departments of Medical Schools (12-Month Basis), 1986–87

Name of Institution	No. of Faculty				Average Salary					Average Compensation					%
	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR	Ben.
Albert Einstein Coll. of Med.	38	21	14	6	74.3	55.1	38.2	30.3	59.5	94.9	70.4	48.9	44.3	76.4	28
Bowman Gray Sch. of Med.	20	32	19	8	54.4	42.3	34.8	34.1	42.7	66.9	51.6	43.3	42.9	52.6	23
Case Western Res. Univ. Sch. Med.					PNA										
Columbia U. Coll. Phys. & Surg.	30	20	22		78.6	51.1	43.3		60.2	96.6	62.9	53.2		74.0	23
East Carolina U. Sch. of Med.	11	17	16		62.6	49.4	35.8		47.8	74.5	58.7	42.6		56.8	19
Eastern Va. Med. Sch.	8	8	3		56.9	42.9	—		47.4	70.5	53.2	—		58.8	24
Hahneman University	10	17	21	4	58.2	42.0	34.9	—	41.1	71.6	51.7	42.9	—	50.5	23
Harvard Univ. Med. Sch.	26	19	26	9	79.1	51.3	39.9	32.1	54.5	95.7	62.0	48.3	38.9	65.9	21
La. State Univ. Med. Ctr.	54	50	76	34	55.1	42.3	32.0	24.7	39.1	63.5	48.7	36.8	28.4	45.0	15
Loyola U.-Stritch Sch. Med.	17	11	8		56.5	46.5	35.5		48.8	67.8	55.8	42.6		58.5	20
Marshall Univ. Sch. of Med.	2	10	7		—	36.0	32.0		37.1	—	42.8	38.1		44.2	19
Med. Univ. of S.C. Coll. Med.	43	28	21	3	57.6	43.7	33.6	—	47.2	69.2	52.5	40.3	—	56.6	20
Medical College of Va.	26	38	20	2	59.5	44.4	32.8	—	45.8	74.9	55.1	41.1	—	57.2	26
New York Univ. Med. Ctr.	45	58	48	13	69.2	50.3	35.4	20.4	48.8	84.4	61.4	43.2	24.9	59.5	22
Oreg. Hlth. Sci. Univ.	60	45	35	9	59.1	45.9	35.0	26.8	47.5	72.8	57.4	44.4	33.7	59.1	24
Penn St. U.-Hershey Med. Ctr.	21	17	26	3	60.6	45.3	32.7	—	44.2	70.6	53.7	39.6	—	52.4	18
Southern Ill. Univ. Sch. Med.	19	32	23	13	55.8	45.0	35.0	26.5	41.9	62.5	50.4	39.2	29.6	47.0	12
St. Louis Univ. Sch. of Med.	25	17	19	11	54.2	43.7	30.9	22.9	40.8	64.0	51.6	36.5	27.0	48.2	18
SUNY-Brooklyn Hlth. Sci. Ctr.	4	19	83	139	—	54.1	51.3	33.3	41.8	—	66.7	61.8	38.6	49.6	18
SUNY-Buffalo Hlth. Sci. Ctr.	42	75	81	16	73.9	54.2	38.1	26.0	49.9	90.3	67.2	47.2	31.8	61.5	23
SUNY-Stony Brook Hlth. Sci. Ctr.	22	39	45	248	77.7	59.1	42.9	28.7	36.9	94.3	72.6	52.5	32.8	43.5	17
SUNY-Syracuse Hlth. Sci. Ctr.	8	23	39	283	73.5	50.2	40.5	25.2	29.6	89.2	61.9	50.0	29.0	34.8	17
Tufts Univ. Sch. of Med.	21	13	21		59.6	51.3	37.1		49.0	74.5	64.1	46.3		61.3	25
Tulane Univ. Sch. of Med.	18	16	17	3	58.2	44.7	33.1	—	44.8	72.2	55.4	41.0	—	55.5	24
Uniformed Srvcs. U. Hlth. Sci.	12	31	27	5	67.9	43.8	35.6	—	43.5	87.1	54.7	44.5	—	54.7	25
Univ. Calif.-Irvine	14	15	15		64.5	45.6	38.5		49.2	79.3	56.1	47.3		60.5	23
Univ. Calif.-San Francisco	60	14	20		64.2	45.3	37.6		55.7	80.3	56.6	46.9		69.7	25
Univ. Louisville Sch. Med.	24	31	12	2	54.0	44.4	32.8	—	45.2	64.9	53.3	39.3	—	54.3	20
Univ. N. Dak. Sch. of Med.	10	12	3	1	48.4	41.5	—	—	42.8	58.6	50.2	—	—	56.7	21
Univ. of Ariz. Coll. of Med.	20	13	13		60.0	40.8	35.5	—	47.6	71.3	48.6	42.3		56.7	19
Univ. of Colo. Sch. of Med.	28	19	22	11	71.5	46.1	36.0	26.7	49.5	82.2	53.0	41.3	30.7	56.9	15
Univ. of Conn. Sch. of Med.	16	12	17	3	66.1	47.6	37.5	—	48.8	80.6	58.1	45.8	—	60.0	22
Univ. of Fla. Coll. of Med.	33	21	11		58.0	47.1	33.6		50.4	70.8	57.5	41.0		61.4	22
Univ. of Mass. Med. Ctr.	21	25	23	16	65.7	54.0	39.1	25.8	47.6	77.5	63.8	46.2	30.4	56.1	18
Univ. of Md. Sch. of Med.	32	31	27	2	64.9	51.5	31.9	—	49.7	81.1	64.4	39.9	—	62.1	25
Univ. of Miami Sch. of Med.	31	27	34	1	63.3	48.2	35.1	—	48.2	70.9	52.1	39.2	—	53.4	11
Univ. of Miss. Med. Ctr.	28	15	25	6	58.1	39.3	33.5	27.2	43.5	69.7	47.3	40.3	32.5	52.2	20
Univ. of N.C. Sch. of Med.	45	39	21	1	69.8	50.9	41.1	—	56.8	81.6	59.5	48.1	—	66.9	17
Univ. of Nev. Sch. of Med.	6	11	4		52.3	43.7	—		45.0	59.7	49.8	—		51.2	14
Univ. of Penn. Sch. of Med.	51	20	36		71.5	52.8	36.6		59.4	88.5	68.5	43.6		73.6	24
Univ. of Pitts. Sch. of Med.	14	12	29	2	63.2	46.1	34.6	—	43.7	79.0	57.6	43.2	—	54.6	25
Univ. of S. Dak. Med. Sch.	8	7	9	1	55.9	42.3	34.2	—	43.0	63.7	48.6	39.7	—	49.5	15
Univ. of Tenn. Med. Sch.	24	43	49	14	49.4	44.9	35.6	30.0	40.6	61.9	54.9	43.3	35.8	49.8	25
Univ. of Utah Sch. of Med.	28	23	10	1	56.1	44.3	36.7	—	48.1	71.9	56.7	47.0	—	61.6	28
Univ. of Vt. Coll. of Med.	13	19	13		54.4	47.5	34.3		45.7	68.5	59.9	43.2		57.6	26
Univ. of Wis. Med. Sch.	53	22	19		63.3	48.4	41.6		55.4	78.5	60.0	51.6		68.7	24
Vanderbilt Univ. Med. Sch.	29	20	12	4	65.3	47.8	38.2	—	52.3	81.0	59.3	47.3	—	64.9	24
Wash. Univ. Sch. of Med.	40	22	27	7	67.0	47.4	35.4	28.4	50.8	81.0	57.3	42.9	34.4	61.5	21
Wayne State Univ. Sch. of Med.	37	40	6		57.3	45.4	37.0		50.1	70.4	55.8	45.5		61.6	23
Wright St. Univ. Sch. of Med.	12	26	17	1	69.0	62.7	39.9	—	56.5	86.9	79.0	50.3	—	71.2	26





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CENSURED ADMINISTRATIONS

Investigations by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges, and more than 100 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the January–February 1986 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the insitution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from the Association's Washington office and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the parenthesized *Bulletin* or *Academe* citiations following each listing. Reference should also be had to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*.

South Dakota State Colleges and Universities under South Dakota Board of Regents (September, 1961, 247–55) 1962
Censure was voted specifically on the South Dakota Board of Regents, with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers. The 1982 Annual Meeting determined that the regents also now have sole responsibility with respect to a case which occurred in 1966 at Northern State College (September, 1968, 306–13).

Grove City College (Pennsylvania) (March, 1963, 15–24) 1963

College of the Ozarks (Arkansas) (December, 1963, 352–59) 1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.

Nebraska State Colleges (December, 1964, 347–54) 1965
Censure was voted specifically on the Board of Trustees of the Nebraska State Colleges, with respect to a case which occurred at Wayne State College. Censure was not directed against the local or central administrative officers.

Amarillo College (Texas) (September, 1967, 292–302) 1968

Southern University (Louisiana) (March, 1968, 14–24) 1968

Frank Phillips College (Texas) (December, 1968, 433–38) ... 1969

Central State University (Oklahoma) (March, 1969, 66–77) .. 1969

Southern Arkansas University (March, 1971, 40–49) 1971

Tennessee Wesleyan College (March, 1971, 53–57) 1971

Onondaga Community College (New York) (June, 1971, 167–74) 1972

Colorado School of Mines (March, 1973, 73–79) 1973

McKendree College (Illinois) (March, 1973, 86–92) 1973

Rider College (New Jersey) (March, 1973, 93–100) 1973

Camden County College (New Jersey) (September, 1973, 356–62) 1974

Virginia Community College System (April, 1975, 30–38) .. 1975

Concordia Seminary (Missouri) (April, 1975, 49–59) 1975

Houston Baptist University (April, 1975, 60–64) 1975

Murray State University (Kentucky) (December, 1975, 322–28) 1976

Blinn College (Texas) (April, 1976, 78–82) 1976

Marquette University (Wisconsin) (April, 1976, 83–94) 1976

University of Osteopathic Medicine and Health Sciences (Iowa) (April, 1977, 82–87) 1977

Wilkes College (Pennsylvania) (April, 1977, 38–93) 1977

State University of New York (August, 1977, 237–60) 1978

University of Detroit (March, 1978, 36–54) 1978

Phillips County Community College (Arkansas) (May, 1978, 93–98) 1978

University of Maryland (May, 1979, 213–27) 1979

University of Texas of the Permian Basin (May, 1979, 240–50) 1979

Wingate College (North Carolina) (May, 1979, 251–56) 1979

Olivet College (Michigan) (April, 1980, 140–50) 1980

Nichols College (Massachusetts) (May, 1980, 207–12) 1980

Bridgewater State College (Massachusetts) (April, 1981, 86–95) 1981

Yeshiva University (New York) (August, 1981, 186–95) 1982

Eastern Oregon State College (May–June, 1982, 1a–8a) 1982

University of Idaho (November–December, 1982, 1a–17a) ... 1983

Sonoma State University (California) (May–June, 1983, 3–12) ... 1983

Goucher College (May–June, 1983, 13–23) 1983

Auburn University (May–June, 1983, 24–32) 1983

Morehead State University (Kentucky) (May–June, 1983 33–41) 1983

American International College (Massachusetts) (May–June, 1983, 42–46) 1983

Illinois College of Optometry (November–December, 1982, 17a–23a) 1984

Metropolitan Community Colleges (Missouri) (March–April, 1984, 23a–32a) 1984

University of Northern Colorado (May–June, 1984, 1a–8a) .. 1984

Westminster College of Salt Lake City (November–December 1984, 1a–10a) 1985

Southwestern Adventist College (Texas) (January–February 1985, 1a–9a) 1985

Temple University (May–June 1985, 16–27) 1985

Oklahoma College of Osteopathic Medicine and Surgery (May–June 1985, 37–41) 1985

Clark College (Georgia) (July–August 1985, 1a–7a) 1986

Talladega College (Alabama) (May–June 1986, 6a–14a) 1986

UPDATE

Association News and Developments in Higher Education

Annual Meeting Scheduled for June 19–20 in Los Angeles

The 73rd Annual Meeting of the AAUP is scheduled for June 19–20, at the University of Southern California in Los Angeles. Activities will begin on Wednesday, June 17, with Legislative Day sponsored by the government relations office. Workshops held on Thursday and Friday will include discussions of non-tenure-track appointments; retirement and pension issues; and women in the academic profession.

The Annual Meeting will begin Friday afternoon. This year, members attending the meeting will have the opportunity to meet in small groups with the chairs of committees after they have presented their reports. Members can use this time to ask questions about issues of concern on their individual campuses.

The opening session on Saturday will feature Dr. Daniel C. Maguire, professor of Religion at Marquette University, speaking on "Academic Freedom and Religion: Issues of Faith and Reason." The speaker at the Committee W luncheon on Saturday will be Herma H. Kay, professor of law at the University of California, Berkeley, who will be discussing her experiences in the *Cal Fed* pregnancy case tried in the Supreme Court.

Special activities will include a wine and cheese reception on Thursday hosted by the University of Southern California; a Mexican fiesta on Friday evening; and a Saturday night dinner at Universal Studios in Hollywood followed by a screening of "The Professor in Film," a video portrayal of the profession prepared for the AAUP Annual Meeting by the USC Cinema and Television Department.

For more information and registration materials, please write to Annual Meeting, AAUP, 1012 14th St., NW, Suite 500, Washington, DC 20005, or call 800-424-2973. Information about post-Meeting tours to Napa Valley and Mexico will be included in the Annual Meeting packet.

New Government Controls on Information

In one of his last official acts as President Reagan's national security adviser, Vice Admiral John M. Poindexter issued a directive to all federal agencies requiring them to develop mechanisms for protecting information that is "sensitive but unclassified."

The directive, dated October 29, 1986, is aimed at telecommunications and computer systems. It calls for the protection of information that, if disclosed, could "adversely affect" national security or "other Federal Government interests," and defines the latter as "related, but not limited to, the wide range of government or government-derived economic, human, financial, industrial, agricultural, technological, and law enforcement information, as well as the privacy or confidentiality of personal or commercial proprietary information provided to the U.S. Government by its citizens." The directive applies to all government departments and their contractors (e.g., university professors) who, in using computers, "electronically transfer, store, process, or communicate sensitive but unclassified information."

The Poindexter directive is the latest effort by the administration to carve out an area between classified and unclassified information and subject it to government control. Representative Jack Brooks (D-Texas), chair of the House Government Operations Committee, and several colleagues countered by introducing legislation (H.R. 145) on January 6 to give overall responsibility for government-wide computer security to the National Bureau of Standards. A 1985 national security directive had assigned this responsibility to the National Security Agency. The NSA, founded in 1952 (although the government did not publicly recognize its existence until 1962), monitors foreign communications and ensures that U.S. government communications are secure from foreign interception. A report by the Government Operations Committee stated that NSA's broad involvement in computer security "could have a chilling effect on vigorous research and development that is ongoing in the academic community and our domestic computer industry."

Admiral Poindexter has refused to testify about the plan, but the administration, according to new White House Chief of Staff Howard H. Baker, Jr., has decided to rescind the controversial policy.

Randall Case

AAUP recently filed an *amicus* brief on behalf of Professor Margaret Randall, who is challenging a decision of the Immigration and Naturalization Service (INS) to deny her permanent resident status based on the content of her writings. As reported in the January-February 1986 issue of *Academe*, an INS district director exercised his "discretion" to deny Randall adjustment of her immigration status, on the ground that her writings go "far beyond mere dissent, disagreement with, or criticism of the United States and its policies." An INS immigration judge subsequently found Randall excludable under the ideological provisions of the McCarran-Walter Act, as someone whose writings "advocate the economic, international, and governmental doctrines of world communism" (see *Academe*, September-October 1986, p. 4). That decision has been appealed to the Board of Immigration Appeals. If these decisions are not overturned, Randall is subject to deportation.

Randall's suit, filed in late 1985 in federal district court in the District of Columbia, charged that the INS district director, in basing his decision on Randall's writings, had abused his discretion in violation of her rights under the First Amendment. This appears to be the first reported instance of a district director exercising his discretion to move to deport based on displeasure with an individual's writings. Discretion is usually employed to deny benefits to applicants for adjustment of status who have misrepresented their situation to the INS or have patently

abused the process. It is also used to deny the claims of applicants with few equities in support of their application such as a job or family ties. Randall, who was born in the United States, holds a faculty position at the University of New Mexico and has parents and children living in the United States.

AAUP's brief in support of the preliminary injunction was authored by Professor John Scanlan of the Indiana University Law School. It argued that the district director's discretion must be bound by the First Amendment. The brief further contended that, if the case is remanded to the district director, any decision relying on the statutory provisions of the McCarran-Walter Act must be limited by First Amendment considerations.

Supreme Court to Hear Challenge to Visa Denial

The Supreme Court will examine the "ideological exclusion" sections of the 1952 Immigration and Nationality Act next term. Under these sections, the attorney general may deny temporary visas for visits by foreign scholars and others to this country on the basis of their political beliefs and associations. The case, *Abourezk v. Reagan*, challenged the denial of visas to four invited speakers whose political beliefs were held in disfavor by the administration. AAUP had filed an *amicus* brief in the federal court of appeals, which issued a favorable order in March 1986, supporting the free exchange of ideas across national boundaries. (See *Academe* January-February 1985, p. 4 and May-June 1986, p.3.) The Supreme Court subsequently granted the government's request for review of the ruling, and at the invitation of the ACLU, which represents the plaintiffs, AAUP plans to participate again as *amicus*. The Supreme Court will hear oral arguments in the case in the fall and is expected to issue a decision by the following June.

Researcher's Privilege

A recent decision from the federal district court in Connecticut recognized the existence of a researcher's testimonial privilege in civil suits. The case involved a sex-discrimination suit filed by female trainees against the Connecticut State Police Academy. In assembling their evidence, the trainees, no longer at the academy, sought research records and testimony from a graduate student in sociology who had conducted a study on barriers to gender integration in the police academy during the period the plaintiffs were enlisted. They claimed that the student had direct information about incidents of discrimination and harassment, and that she had provided information to academy officials about the incidents. The graduate student resisted the subpoenas, claiming that, as a social scientist engaged in confidential research, she was shielded by a researcher's privilege from having to divulge her data.

AAUP submitted a brief, authored by General Counsel Edward F. Sherman, on the question of whether researchers should have a qualified privilege to refuse to testify under certain factual circumstances. The brief did not take a position on the merits of the case (the facts in the case were not clear) but discussed the nature and scope of the privilege and the policies in support of it.

Citing the AAUP brief as "extremely able and helpful," the district court rejected most of the graduate student's claims of privilege as not supported by the facts. In large part, however, because of AAUP's arguments about the importance of the relationship between scholars and their subjects, the court did permit the student to delete the names of the persons interviewed based on the claim that the interviews had been granted under a promise of confidentiality.

AAUP Endorses Competitive Education Act

AAUP has informed Senator Claiborne Pell (D-Rhode Island) that it has endorsed S. 406, the Education for a Competitive America Act. Senator Pell, chair of the Senate Subcommittee on Education, Arts, and the Humanities, is the sponsor of the bill. Senators Christopher Dodd (D-Connecticut) and Paul Simon (D-Illinois) are cosponsors.

The bill authorizes new and additional funding for six major programs: (1) assistance to local and state educational agencies and higher education institutions to upgrade instruction in math, science, and computer education; (2) assistance to upgrade foreign language instruction in the elementary and secondary schools; (3) assistance to provide vocational education to workers who are affected by foreign competition, to unemployed and underem-

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Senator Peli has welcomed AAUP's endorsement and its offer to testify in support of the bill.

New Endorsers of 1940 *Statement*

Over the past year, five additional organizations have acted to endorse the 1940 *Statement of Principles on Academic Freedom and Tenure:* the American Association for Applied Linguistics; the American Association of Teachers of Slavic and East European Languages; the American Association for Cancer Education; the American Society of Church History; and the Oral History Association. The list of endorsers now numbers 120.

NIH Grants Available For Faculty Research

A faculty research program funded by the National Institutes of Health has announced that applications for Fiscal Year 1988 may be submitted until June 22. Academic Research Enhancement Awards (AREAs) have been distributed since FY 1985 to institutions that have not been traditional recipients of NIH research funds. The purpose of Congress in providing the funds is to strengthen the research capabilities of non-research-intensive, four-year colleges and universities that provide undergraduate training for a significant number of the nation's research scientists. AREAs are awarded on a competitive basis at a maximum support level of $50,000 in direct costs (plus applicable indirect costs). Although the AREAs are nonrenewable, they provide support for projects that may receive substantial funding subsequently from the regular NIH research grant programs. Further information and/or applications may be obtained from: AREA, Office of Grants Inquiries, NIH Division of Research Grants, Westwood Building, Rm. 449, Bethesda, Maryland 20892.

Membership Grants Committee Funds Four Projects

In November, the Council created a membership development committee to solicit and fund membership development proposals. The committee funded four projects in the first round of competition, which ended February 1.

The Illinois Conference was awarded a grant for a project to organize chapters at small, private institutions with clusters of members, but without official chapters. The Illinois Conference project focuses attention on a perennial membership problem and the knowledge gained should prove valuable to future recruiting efforts nationwide.

A Georgia Conference proposal being funded also involves organizing chapters at campuses where there are some members, but little current involvement with Association activities. The conference has been awarded a grant to target five public institutions, including one community college, for intensive membership development. The project was advanced by the conference because it believes that membership recruiting fails, not from lack of conviction or willingness to work, but because local members have not been told how to conduct successful campaigns. The conference plans to teach members how to develop and run effective campaigns.

The University of Michigan-Ann Arbor AAUP Chapter was awarded a grant to conduct personal interviews of nonmembers. The interviews will be conducted by emeritus and active AAUP members, with a follow-up mailing to each person interviewed. A pilot project involving fifteen junior faculty members was conducted earlier this year by the chapter.

The membership development committee also funded a New York Conference proposal to conduct a recruitment drive in two regions of the state. (The New York Conference is divided into nine regions for the purposes of membership development.) The conference will identify leaders and organize activities, particularly on campuses where the chapters are inactive. The conference plans to develop a network of regional leaders who will encourage and coordinate local programs.

The membership development committee is now soliciting proposals for a second round of grants. Individuals and groups within the Association are invited to develop membership proposals using approaches and techniques that can be replicated on other campuses. *The deadline for submitting proposals is May 31, 1987.* Proposals should be sent to Professor Dennis Marks, chair of the Membership Development Committee, care of the Washington office. Awards will be announced at the Annual Meeting in June.

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BOOK REVIEWS

The Struggle for the American Curriculum, 1893–1958

Herbert M. Kliebard, Boston: Routledge & Kegan Paul, 1986, 300 pp.

PAUL E. PETERSON

Educational histories are often shaped as much by the moment in which the study is written as by the historical epoch under scrutiny. As a consequence, we now have three distinct interpretations of the rise and transformation of the American school. The first was the well-known progressive or celebrationist historiography written by E.P Cubberley and other first generation historians.[1] These historians wrote about strong leaders fighting bravely and successfully against entrenched interests and public apathy in behalf of a constantly expanding common school. The optimistic tone reflected the buoyant enthusiasm for education that pervaded the country in the early decades of this century.

In the 1960s, progressivism was stood on its head by revisionists who portrayed school leaders as handmaidens of an economic and cultural elite and schools as instruments of social control.[2] Schools inculcated both acquiescence to factory discipline and undue respect for Anglo-Saxon values in the children of working-class immigrants.

The third and most recent historiographical fashion can best be labeled romantic; in these studies, historians portray the ways in which public schools lost their former commitment to excellence.[3] Under pressure to democratize the curriculum, expand social and economic opportunity, and respond to the immediate proclivities of an adolescent population, school administrators and teachers gave up their sense of standards and their disciplinary capacity.

Hints of each of these perspectives are to be found in Herbert Kliebard's authoritative account of the development of twentieth century curricular thought, but Kliebard's distinctive achievement is to write a wide-ranging social and intellectual history that manages to stand apart from these historiographical fashions. Instead of reducing the history of the curriculum to a one-dimensional tale, he argues that a plurality of ideas and social forces shaped curricular choice. Four schools of thought were particularly influential. The humanists were the "guardians of an ancient tradition tied to the power of reason and the finest elements of the Western tradition (p. 27)." The National Education Association's Committee of Ten, chaired by Charles Eliot, president of Harvard, espoused these views in its influential 1893 report. In Eliot's view, "we Americans habitually underestimate the capacity of pupils at almost every stage of education from the primary school to the university." For example, "the proportion of grammar school children incapable of pursuing geometry, algebra and a foreign language would turn out to be much smaller than we now imagine" (pp. 11–12).

Although the humanist view greatly influenced the public school curriculum for the next half century, its impact was modified by the counterclaims of three different types of reformers. The developmentalists, under the leadership of G. Stanley Hall, organized the child-study movement and tried to design a curriculum that matched the child's maturational patterns. The social efficiency reformers favored a practical curriculum that would fit a child to his or her occupational and social responsibilities. The social meliorists, such as Lester Frank Ward and George Counts, wanted to use the schools to build a more just society.

Significantly, John Dewey cannot be reduced to any of these perspectives. Although he flirted with the child-study movement, he rejected their claim that child development recapitulated the social and cultural evolution of mankind. While embracing manual training, he rejected the narrow vocationalism proposed by the social efficiency advocates. If the humanists embraced Dewey's ideas as their own, so did the social meliorists. But if Dewey could be cited as an ally by all protagonists in the struggle over the curriculum, his impact was less than it has seemed, not only because Dewey's ideas were too complex to be reduced to a social agenda but also because Dewey left the Laboratory School at the University of Chicago for a chair in philosophy at Columbia and turned, in his scholarly writings, from pedagogy to philosophy.

The precise, succinct discussion of Dewey's contribution is one of the book's special achievements. Its analysis of curricular reform processes in the 1930s is also noteworthy; in this chapter the author shows the extent to which reform processes became more important than substantive objectives. Change, involvement, democratic decision making, and openness to innovation were encouraged. In such an organizational climate, all four intellectual traditions could be incorporated, homogenized, or placed in an appropriate niche.

In a field where analysis is often subordinated to advocacy, Kliebard's detachment is a welcome antidote. Just as today's school curriculum reflects the pluralist forces that shaped it, so Kliebard's work is broader than but reflective of the more narrow historiographies that preceded it. It is neoprogressive in its tolerant acceptance of America's educational traditions; it is neorevisionist in its critical assessment of the social efficiency movement; and its empathy for the older, humanistic tradition is quite consistent with the contemporary flirtation with romanticism. But Kliebard, like Dewey, is all these and more. Above all, he is a fine historian, whose analysis of pedagogical ideas and their social consequences constitutes a major contribution.

NOTES

1. E.P. Cubberley, *The History of Education* (Boston: Houghton Mifflin, 1920).
2. S. Bowles and H. Gintis, *Schooling in Capitalist America: Educational Reform and the Contradictions of Economic Life* (New York: Basic Books, 1976); M.B. Katz, *Class, Bureaucracy and Schools: The Illusion of Educational Change in America* (New York: Praeger, 1971).
3. Diane Ravitch, *The Troubled Crusade: American Education, 1945–1980* (New York: Basic Books, 1983). Robert L. Hampel, *The Last Little Citadel* (Boston: Houghton Mifflin, 1986).

PAUL E. PETERSON is director of the Governmental Studies Program of the Brookings Institution and author of *The Politics of School Reform, 1870–1940.*

The American College and the Culture of Aspiration, 1915–1940

David O. Levine, Ithaca and London: Cornell University Press, 1986, 281pp.

FREDERICK RUDOLPH

The dynamics, injustices, and inequities of the economic and social arrangements of American life constitute the theme that holds together this account of the expansion of access to higher education in the United States between the two World Wars. It is a tale of how the bad guys (liberal education, old Eastern colleges and universities, upper-middle-class families and their offspring, and WASPs) prevented the good guys (the poor, women, ethnics, blacks, Jews) from entering the charmed world of the best colleges. Whatever the focus of his chapters—the colleges during World War I, the fashioning of a symbiotic relationship between business and higher education, the emergence of the urban university as a threshold of economic and social mobility, honors programs and other curricular departures, selective admissions, the junior college movement—Mr. Levine's insistent message is the same: what should have been a right remained a privilege between the wars. Whether you went to college and where you went depended greatly on who you were, where you lived, who your parents were, and what your resources were.

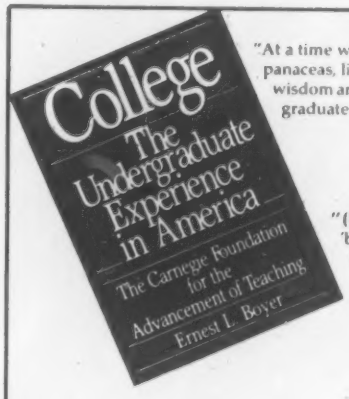
Now, this is not news, but when it becomes the driving interpretive tool of a monograph on twenty-five years of American higher education, it leads to some strange results. The famous verses of Emma Lazarus are inscribed on the base of the Statue of Liberty not on the pedestal that supports the statue of John Harvard in Cambridge, a phenomenon for which there is good historical explanation. But Levine is impatient with history, with the result that his book is not exactly a history (it is a product of the doctoral program in American civilization at Harvard); it has, instead, some of the qualities of a lawyer's brief, a presentation of selected facts, quotations, and surmises to support the general proposition that the process of transition from elite to mass higher education between the wars was too slow. Too slow for the author, but, of course, not for history.

One technique, therefore, is to abuse the past, to misuse it in support of the controlling thesis. Examples abound. "Higher education," we are told, "began to play a prominent role in the development of American society during World War I," and thus is dismissed altogether the role of the college graduates who dominated the Continental Congresses and the Constitutional Convention as well as the significance for several centuries of an educated clergy to the moral life and values of American society. To suggest that "the public sector rose to prominence in the 1920s and 1930s" ignores the whole country west of the Hudson, where the standards and tone of higher education had long been set by the state universities and land-grant colleges.

"After World War I," Levine claims, "institutions of higher education were no longer content to educate; they now set out to train, accredit, and impart social status to their students," as if that very process had not been firmly in place when the colonial colleges sent forth, from farm and village, graduates who became the clergymen, doctors, civic leaders, the pillars of society. Somehow the short-lived Student Army Training Corps (SAT) of World War I both accelerated "the emergence of a new privileged class in America—the college-educated man" and provided during the war a place where "ambitious" and "well-educated and financially comfortable" young men were avoiding the draft while "most young men were being drafted into the army." Aside from the fact that of the more than 24 million men aged twenty-one to thirty who registered for the draft less than 3 million were drafted, it is difficult to see how the brief appearance of the SAT accelerated so momentous a development as the creation of a "new privileged class of educated men." Great numbers of college-educated men gathered at their private clubs early in the century would have been surprised to learn that they did not already belong to a privileged class. (Indeed, when he chooses to, the author is enraged at their existence and power.)

Levine's concern with higher education as a right (for him it is really not a matter of whether it is a privilege *or* right) leads him into some curious places. At one point all of the eager, able students at the City College of New York, denied admission elsewhere because of poverty or anti-Semitism, turn CCNY into "the most selective college in the country throughout most of the interwar period," even though a 60 percent high school average assured ad-

FREDERICK RUDOLPH is Mark Hopkins Professor of History Emeritus at Williams College and author of *The American College and University: A History*.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mission as late as 1928. It is an interesting idea, although in no way substantiated, that because of low tuition at Massachusetts State College between 1930 and 1940 "admission . . . became so competitive that its students' academic qualifications probably exceeded those of students" at Amherst, Williams, Smith, and Mount Holyoke.

"No longer just a home for dilletantes [sic], the college attracted the ambitious as well" is Levine's way of misrepresenting the past in order to present the picture of able, poor urban students aspiring for places in colleges thus far reserved for dilettantes. The outlines of a conspiracy theory emerge from his account of how the old colleges and universities focused their energies on raising standards and developing a more intellectual environment than a tradition of piety had allowed, an environment that would allow them to provide a defense against mass society and the urban masses. At Harvard and Yale, for instance, Lowell's house and Angell's college plans were nothing less than an attack on "broad educational opportunity." Because they emphasized "intellectual pursuits of a less concrete but more permanent value" even as they became "the bulwark of a movement to raise standards and restrict admission," the prestigious liberal arts colleges seduced thousands of talented young men to aspire to their credentials, only to refuse them for being too poor or too Jewish or insufficiently assimilable.

The differentiation of public higher education into tiers of access—state universities, state colleges created out of former teachers colleges, and junior colleges—was an effort to preserve the state universities as bastions of elitism. In the junior colleges, educational bureaucrats with elitist intentions frustrated the university ambitions of the talented poor. The actual growth of enrollment in the public sector would not have occurred, the author argues, if the older prestigious institutions had simply adopted, as they should have, a policy of open admissions appropriate to the economic and social urgency of the Depression years. Moreover, even though the restrictive policies of the private colleges stimulated the growth of the public sector, the friends of private education restricted that growth through the "political and cultural clout of the WASP upper middle class" in state legislatures.

Levine is absolutely right in making clear that the elite schools made no effort to mirror the exact socio-economic structure of American society. Harvard did not divert its endowment to a vast ethnic support fund. Colleges that for years had been edging cautiously away from a strong Christian religious orientation and that were moving toward a responsible secularism did not, as Dartmouth might have, become almost overnight predominantly Jewish in enrollment. Efforts to develop high-quality, small, national liberal arts colleges out of pietistic and parochial institutions of low standards did indeed give institutional anti-Semitism the weapons to restrict Jewish enrollments.

Nonetheless, the elite schools (unnamed, but presumably we all know which they were) did expand slowly and did alter their student bodies, welcoming even between the two wars greater numbers of Jewish, Catholic, and ethnic students than in any previous period. What they did not do is adopt a policy of open admissions, a policy implicit in the thrust of Levine's argument, a policy that would have meant a loss of control over size, standards, budget, curriculum, and institutional cohesion.

Levine's book in a sense implicity requires the reader to provide some historical justification for the colleges of privilege that espoused liberal education, the institutions that, even while decrying practical technical education, were nonetheless offering a prestigious curriculum that connoted high social status. Why were they successful? What was their role? Could it be the not-surprising possibility that a significant percentage—certainly not all, perhaps not even half—of liberal arts college students thought of college as a place to learn what to do with higher social status? Many did not, but enough of them understood the responsibility of privilege and possessed qualities of imagination, flexibility, and moral uprightness to justify both the colleges and their presence there.

Erratum

A line was dropped from the book review by Professor Lionel S. Lewis (*Academe*, January–February 1987, p. 49, middle column, following line 45). The full sentence, which starts a new paragraph, should read: "Faculty were not inactive and docile, nor were they unsympathetic toward those who defied anticommunist investigators."

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